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A CASE IN CODE AUTHORITY INFORMATION GATHERING

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MARCH, 1936

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F O R E W O R D

A large number of code authorities made remarkable progress in the gathering and dissemination of information concerning their industries. It is appropriate to mimeograph in the Work Materials Series one illustration of such activities by code authorities. The Cotton Garment Code Authority is chosen for this purpose because as that organization itself has said, "This industry was nearly bankrupt in statistical information prior to the code."

In order to illustrate the progress made by the Cotton Garment Code Authority in information gathering, two documents are presented. The first of these is entitled, "The First Four Months under the Cotton Garment Code (with Fact-Findings on the Eleven Incomplete Provisions)". This document was presented by the industry at the NRA hearing on the proposed thirty-six hour week in the Cotton Garment Industry, June 18, 1934. The second is entitled "Cotton Garment Employment, Wages and Hours - July, 1929 to April, 1935".

Such mobilizations of facts and figures by the statistical division of the Code Authority, occurring as they did for the first time in the industry, involved the compilation of a mailing list covering 3800 factories located in 900 towns in 42 states; the educating of manufacturers on consistent statistical reporting; and the preparation of monthly statistical analyses covering data from the largest of the apparel industries, employing 200,000 workers.

The achievements of this Code Authority are an interesting illustration of the services that an industry may render its members.

At the back of this report will be found a statement of the studies undertaken by the Division of Review.

L. C. Marshall
Director, Division of Review

March 14, 1934

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THE FIRST FOUR MONTHS UNDER THE COTTON GARMENT CODE
(With Fact-Findings on the Eleven Incomplete Provisions)

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THE FIRST FOUR MONTHS UNDER THE COTTON GARMENT CODE
(with Fact-Findings on the Eleven Incomplete Provisions)

THE FIRST FOUR MONTHS UNDER THE COTTON GARMENT CODE

INTRODUCTION

(a) Gains by Workers

The Cotton Garment Code has lifted hourly wages of its 200,000 workers to levels never before approached even in 1929. Child labor, prison labor, and the sweatshop are speedily being relegated to the unpleasant past. The forgotten woman of industry, the sewing machine operator, now is able to spend the contents of a weekly pay envelope which is 48% larger than only one year ago.

Only 3% of all employees are being paid below the minimum wage according to payroll reports submitted by 2,500 manufacturers covering 175,000 workers for the month of March. One year ago, 90% of the operators who comprised two-thirds of the workers and are the group whose lives have benefited most by the protection of the Code, were paid less than the present minimum wage. Even though the present percentage of wage violations is double 3%, allowing for false statement and firms not reporting, the record of improvements in the welfare of labor is a challenge for other industries to match.

The three most significant facts to be noted are that from February, 1933 to February, 1934, earnings of all workers rose from 23 to 37 cents an hour, average weekly hours worked fell from 41 to 32, and the biggest boost to purchasing power was the rise from $9.40 to $12.07 in the average weekly wages of all employees. These facts are a tribute to the Cotton Garment Code only when it is realized that for decades the Cotton Garment Industry has paid the lowest wages of any manufacturing group reporting to the Government, and has outdone all industries in employment of child labor and prison labor.

Although this industry is closest to the consumer, one hundred million Americans daily wearing Shirts, Overalls, House Dresses, or a dozen other Cotton Garments, seldom realized the tragic exploitation of labor which lay behind a bargain counter garment, even in the prosperous years before the depression. Because wages represent a larger proportion of the wholesale price of cotton garments than do labor costs in almost any other industry, therefore, it has been possible for some producers always to undersell their competitors by chiselling a few cents more from their underpaid workers. The chaos of wage cutting reached its worst in the depth of the depression in the Spring of 1933 as exemplified by a widely publicized Shirt industry survey by the U. S. Bureau of Labor Statistics. In certain Pennsylvania factories, the struggle for existence forced some plants to pay operators $2.00 to $7.00 a week and even managers and proprietors $10.00 to $15.00 a week.

Now the consumer is protected by the Cotton Garment label, 160,000,000 of which have already been distributed, and which certifies that the manufacturer has a clear record in obeying the wage standards of the Code.

Since almost revolutionary changes in wages and hours have occured in less than a year, graphs are generously used to picture vividly striking changes in the welfare of labor.

(b) Most widely decentralized industry.

Over 3,000 Cotton Garment plants in 42 states are located by regions in Chart 1. This map lists 3,818 establishments, although when sales offices and central offices are eliminated, the actual number of factories is about 3,000. These plants are widely scattered in more than 900 towns ranging from New York City to tiny villages, almost in the manner of a handicraft trade with about one factory for every 35,000 people.

Chart 2 shows a remarkable similarity between the location of Cotton Garment plants and the distribution of total U. S. urban population. However, the upper circle in this group shows that plants employing the most workers are situated in small towns. Here is one striking individuality of the Cotton Garment Industry contrasted to other apparel trades. While 80% of employees in the Dress Industry and likewise 80% of the manufacturing workers in the Women's Coat and Suit Industry are situated in the New York metropolitan area, only 1% of Cotton Garment laborers are located in New York City. Four-fifths of Men's Clothing workers are employed in ten large cities, while on the contrary 26% of Cotton Garment workers are in towns of less than 10,000 population.

Another basic difference is that 80% of Cotton Garment workers are women, the majority less than 25 years of age, while workers in other apparel trades consist largely of skilled men.

This wide decentralization of the industry obviously is a handicap to the collection of statistical data. Factories in 42 States include illiterate immigrant contractors in slums of Eastern cities, homeworkers in San Francisco's Chinatown, plants operating in prisons, sheltered shops behind the walls of philanthropic institutions and some competing plants in Puerto Rico outside the requirements of the Code.

(c) Types of questionnaire submitted to manufacturers.

This industry was nearly bankrupt in statistical information prior to the Code. Government agencies collected monthly reports on only Shirts and Work Clothing. The remaining dozen Cotton Garment products were completely neglected, and in 1933, the U. S. Census of Manufactures for the first time gave the Cotton Garment Industry a unified classification.

The principal questionnaires dispatched to manufacturers by the Cotton Garment Code Authority in addition to regular monthly payroll reports are:

Preliminary Report on Machine Equipment
Production and Shipment Reports for February, July, and December, 1933 and January, 1934
Homework Questionnaire
I. A. G. M. Inquiry on Cost Increases (to members only)

I. A. G. M. Questionnaire on Urban and Rural Differentials (to members only)
National Association of Sheep Lined and Leather Garment Manufacturers' inquiry on Wages and Hours (to this industry only)
Machine Capacity, Employment and Payrolls, 1929, 1933, and 1934
Monthly Production Records.

These are the basic sources for factual data on the Eleven Incomplete Provisions in the Code. Perhaps 500 of the 3,000 plants have not submitted payroll reports, but these are mainly small establishments whose employment is likely to be less than 10% of the industry's total.

(d) Obstacles in Obtaining Statistical Data.

Some Cotton Garment Manufacturers had never read a questionnaire on production and employment before the adoption of this Code. A few have probably not yet read one, despite the dispatch of dozens of letters by the Code Authority and the personal calls of its field investigators.

The Cotton Garment Industry has been a haven for fly-by-night concerns and in and out failures remaining in business not even long enough to be tabulated by the biennial Census of Manufactures, which was the Government's only attempt to cover all producers. A Cotton Garment factory can be established on almost a shoe-string capitalization, renting second-hand sewing machines, locating in a tenement house, and employing child labor or even homeworkers, or in a country town by conveying farm girls in trucks to the factory. When deliveries are made on a few sizable orders, the plant is liable to shut down for many months or to reappear later with a different name in a new locality. This type of producer, although in the minority will require a slow process of education before becoming capable of submitting accurate statistical information.

Chart 3 distributes 147,344 sewing machines among 1,376 plants. The place of the small producer, particularly the contractor remains entrenched in this industry more so than in almost any other line of manufacturing, as plants with less than 100 sewing machines report 31% of the total machines.

(e) Effect on Significant Comparisons of Plants Not Reporting.

The 500 plants not submitting regular monthly payroll reports probably would pay lower wages than reporting companies. As for all the special questionnaires, particularly 1933 payroll and production figures prior to the Code, replies are limited to several hundred concerns. These are the higher type factories, since they possess records lacking conspicuous errors. Although such companies are not typically representative, particularly as their wage rates are higher than the average, nevertheless, these are the only figures available and a careful interpreter must recognize the deficiencies due to plants not submitting data.

The chief comparisons in this review of the Cotton Garment Industry concern wage, hour, employment, and production data classified by

types of garments manufactured by occupations, by geographical regions, or contrasts between 1933 and 1934.

Table 1 summarizes significant changes for 63,234 employees in 672 plants recorded for both February, 1933 and February, 1934, representing a cross section of one-third of the entire Cotton Garment Industry. As expected, the 319 plants reporting earlier made a slightly better showing in wages and employment than the 353 plants later reporting. Since totals are reasonably consistent, results should not be very seriously altered by plants not submitting information.

1. "Determine whether or not the 40 hour week Provision of this Section is resulting in increased Employment" - Article III (a).

(a) Number Employed.

The net change in employment from February, 1933 to February, 1934 in 672 plants is zero, despite compliance with the 40 hour week provision in the Code for over 99% of the workers reported. Table 2 summarizes these changes in wages, hours, and employment for each product group, noting that hours were reduced sharply for each subdivisional industry, but this factor bore no relationship to increased employment in Overalls, Pants and Work Shirt factories due to declines in numbers of employees in Shirt, Blouse, and Pajama plants.

Chart 4 shows that the Work Clothing groups were the only sections of the Cotton Garment Industry to register gains in employment. The sharp increase of 53% in Work Shirts was due to abolition of prison labor by three large establishments since February, 1933 and the substitution of free workers. This is one positive benefit of the NRA for if the reports of these three former prison labor plants were not included, an actual decline of 2% in employment in the Cotton Garment Industry would be recorded.

At this point it should be noted in fairness that unemployment prior to the NRA probably existed in a relatively small degree in the Cotton Garment Industry. The U. S. Census of Manufactures reported the same number of Cotton Garment wage earners in 1931 as in the supposedly normal year 1927, and showed a decline in employment of less than 10% from the boom period of 1929. Technological improvements have been slight in this industry and its products are consumer necessities. Employment figures in 1932 or in the first quarter of 1933 at the bottom of the depression are not available from Government sources.

Table 3 summarizes wage, hour, and employment changes by occupations and Chart 5 pictures a small decline in number of operators and office employees, a slight gain in cutters, and a sharp advance of 19% in employment of non-manufacturing wage-earners, which increase will later be shown to be spurious due to erroneous grouping of certain unclassified manufacturing employees.

(b) Shorter Hours.

All Cotton Garment workers averaged 41.4 hours per week one year ago compared to 32.5 hours in February of this year. Chart 6 shows a marked decrease in hours worked in every single product group. More significant is the distribution of weekly hours of the 63,000 individual employees shown in Chart 7. Whereas 14% of the employees worked above 50 hours a week one year ago and another 38% from 40 to 50 hours in 1933, now only 2% are employed above the 40 hour week maximum and only 35% are working the full 40 hour week permitted by the Code.

Weekly hours classified by the different occupations in Chart 8 show as expected that the manufacturing employees (cutters, operators, and learners) felt the greatest reduction in number of hours worked, but even non-manufacturing and office employees averaged several hours loss per week in 1934.

Comparison of weekly hours in four leading occupations is presented in Chart 9. Cutters and office employees cling rather closely to the 40 hour week. Non-manufacturing employees mostly between 35 and 48 hours, while operators as expected, vary widely in the number of hours worked per week in accordance with slack or active business in the plant.

(c) Higher Earnings Per Hour.

It is a commonplace fact that the increase in hourly earnings of Cotton Garment workers under the NRA not only excels all other industries, but it is hard to match such a rapid rise in the records of American business.

Chart 10 shows the substantial gain in hourly earnings of workers, which occurred in every branch of the Cotton Garment Industry, particularly in the manufacture of Work Shirts and Work Pants.

Chart 11 present changes in hourly wage rates by occupations. Although the average for all workers increased from 23¢ to 37¢ an hour, sewing machine operators gained from 20¢ to 35¢ an hour. Office and non-manufacturing employees recorded only slight increases, although the hourly wages of cutters rose 8¢ an hour.

(d) Weekly Wages.

The weekly pay check has always been the standard gauge of the workers' satisfaction and as heretofore stated, the Cotton Garment Industry has contributed to an increase of 28% in weekly wages of its employees. Chart 18 shows that this advance occurred in every product group in the Cotton Garment Industry. However, this same graph notes that the advance in weekly wages was particularly due to the gain by the lowest paid and most populous group - sewing machine operators - who achieved a rise of 48% in weekly wages. Non-manufacturing and office employees advanced very slight in weekly wages, hardly sufficient to compensate for the rise in living costs, while cutters alone recorded a slight loss.

Chart 13 distributes the weekly wages of operators in 672 plants in February, 1934 showing a strong tendency of uniformity toward the $10.00 to $12.50 wage class. This makes a better showing than appears at first sight, considering that operators averaged only 32 hours a week in February, 1934.

(e) Production.

Re-employment in the Cotton Garment Industry is inseparably related to increased production of garments. Noting the unparalleled increase of hourly earnings, a sharp reduction in weekly hours, and a substantial rise in weekly wages, still no change in employment was recorded in this same period. Table 4 summarizes production in 300 Cotton Garment plants for February, 1933 and February, 1934. Although this sample is small, it is the first monthly production and value survey attempted for all types of Cotton Garments, as the U. S. Census figures cover only Work Clothing and Sheep Lined and Leather Garments. The average wholesale price of all Cotton Garments rose approximately 38% from February, 1933 to February, 1934.

Chart 14 notes an increase of only 3.5% in February, 1934 in dozens of garments cut over the deep depression period of February, 1933. This Advance occurred almost entirely in the Work Clothing groups as the graph notes a sharp decline in Wash Dress production and in several less important products as Blouses, Pajamas, and Nurses and Maids' Uniforms. Chart 15 pictures composite changes in production, shipments and value of 52 manufacturers of Men's Dress Shirts.

Table 5 compares monthly changes in production and average value of Cotton Garments in 226 plants for February, July, and December, 1933 and January and February, 1934. December is chosen as the base month, since it was the first month under the Code. The July figures note the peak of production in the period just before the commencement of the NRA in order to speed up production at the lower costs then prevailing. The volume of production has risen from the four types of garments listed in Chart 16 and for all products as well from December to February, since the Code went into operation. The graph likewise shows that while average value of each of these products was considerably higher in February, 1934 than a year ago, nevertheless, for all garments, except Wash Dresses, the average value per dozen has declined from December, 1933 to February, 1934. During the first three months' operation of the Code, the average wholesale price of Cotton Garments has declined 7%.

The true relationship between sales value and earnings of labor is presented in Chart 17. In no product did employment increase without expansion of production. It is also significant that the sharp increase in wages in Work Shirt and Pants (mostly Work Pants) factories did not deter the marked advance in production of these garments. The hourly earnings of labor for every product increased at a greater rate than the wholesale price in these 226 plants. The intimate dependence of employment on production can be further observed in Chart 18, where a rise in employment occurred in each particular product in the first three months under the Code from December to February following to a lesser extent the advance in production.

The heart of the re-employment problem simply is - can results be achieved by shortening hours or by increasing production? Chart 19 plainly shows that while average hours worked fell almost uniformly for every one of the eight products listed, on the other hand, employment and production moved in the same direction for six of these products and in no subidivision of the Cotton Garment Industry did employment rise without an increase in production. The reason why the great increase in labor costs and price rise have no deterred the production of Overalls, Work Pants, and Work Shirts can probably be explained that those are poor man's garments, which group of people has benefited most by increased purchasing power under the NRA. This is especially significant in view of a decline of 4% in the production of all Cotton Garments, excluding Work Clothing, and a corresponding decrease in employment of 7% for the combined total of the Shirt, Blouse, Pajama, Sheep Lined and Leather and Wash Dress Industries.

(f) Productivity of Workers.

To put three simple facts together, since production and employment remained almost the same as a year ago, while weekly hours of wage earners declined about 28%, why were not more jobs automatically created by the shorter working week? A plausible answer fortified by statistical evidence, is the record of 37% increase in efficiency of operators depicted in Chart 20, so that the same number of garments could be produced in the much shorter working week. This marked increase in the productivity of operators corresponding to the increase in hourly earnings above a year ago, can be due to several other factors beside the natural stimulation of employees by a higher wage; second, manufacturers were compelled to reduce the amount of idle time in which sewing machine operators waited for bundles of cut goods; third, more efficient methods of plant operation were installed; fourth obsolescent machines have been renovated; fifth, slow workers were replaced by efficient operators able to earn the Code wage scale.

Chart 21 shows that the majority in a sample of 230 plants submitting reasonably correct information succeeded in increasing the productivity of their operators in the past year by more than 50%. To a lesser degree, productivity of cutters increased in response to higher hourly wage rates as shown by the 18% advance in garments cut per hour in Chart 22. However, cutters were far more highly paid and also more efficient than operators one year ago, so their productivity could not be increased to the same extent and the result was a small gain of 3% in the number of cutters employed. The clue to the problem of re-employment and the shorter working week in the Cotton Garment Industry is the marked gain in number of garments produced per hour, particularly by operators and also by cutters, advancing in about the same percentage as the working hours per week declined.

(g) Plants Working Maximum Hours Before the Code.

of the 672 plants reporting pre-code data in 1933, over one-fourth of these plants averaged above 40 hours per week in that month. Since these concerns are now obeying the Code, one might expect that an increase in

employment would occur in these particular plants. However, Chart 23 demonstrates that 174 plants working from 41 to 60 hours per week one year ago averaged declines of 9% in employment in February, 1934 compared with the same month last year, while 508 plants working 40 hours or less per week a year ago have now advanced 3% in number of employees.

A more detailed analysis in Chart 24 demonstrates that plants working the longest hours were also paying the lowest wages. The factories working over 50 hours a week a year ago paid their operators only 16¢ per hour, the 45 to 50 hour group paid operators 18¢ per hour, 40 to 45 hour group paid operators 20¢, whereas plants working 40 hours or less per week in February 1933, paid their operators 22¢ per hour. At that time, these manufacturers working maximum hours and paying minimum wages one year ago were required to increase their payrolls the most under the Code, so in order to remain in business, theywere compelled to increase the efficiency of plant operators to such an extent that a loss in employment was unavoidable.

The graph readily shows that productivity and earnings rose together, while employment and hours fell simultaneously, so that the extreme group of 25 plants working above 50 hours one year ago and paying only 16¢ an hour to operators, actually recorded an increase in productivity of 75% and a decline in employment of 16%.

To recapitulate on the 40 hour week and re-employment, a slight percentage reduction in the number of hours per week does not automatically create the same percentage increase in the number of Cotton Garment workers employed, because three factors, volume of production, higher wages, and corresponding greater productivity of employees, enter into the results.

Increased employment occurred only in those branches of the industry favored by an expansion of production. Total volume of Cotton Garments produced in February, 1934 rose only 4% above the same month in the last year and the marked reduction of 28% in average hours worked, was of no avail in increasing employment. While the earnings of labor rose sharply, productivity of workers stimulated by higher pay advanced 37% cancelling entirely the intended effect of the shorter working week.

2. "Ascertain whether the 40 hour week Provision of this article as to Cutters unduly handicaps factory operations and whether or not overtime should be recommended as to Cutters" - Article III (a).

The cutter of garments provides work for 27 other employees. He is the power valve on whose efforts operators depend for work or else must wait for the next bundle of cut garments to be delivered. Thus, if the 40 hour week succeeds in employing a few more cutters, but paralyzes the work of other manufacturing employees, it has missed its aim.

Chart 25 presents the distribution of hours worked by cutters in 405 plants in February, 1934 showing 51 % of the plants clustered about the 40 hour week average, while 10% of the plants exceeded the maximum. The average hours worked by cutters and operators under the first four months of the Code follows:

	CUTTER	OPERATOR
December, 1933	32.5 hours	28.0 hours
January, 1934	36.8 "	31.5 "
February, 1934	36.4 "	32.0 "
March, 1934	37.8 "	37.2 "

Hours for cutters in February, 1934 averaged 36.4 compared with 44.3 hours per week one year ago.

Chart 9 earlier compared weekly hours of cutters with other employees showing a distinct tendency for cutters to work a uniform 40 hour week as do office employees and not a varying number of hours more or less, such as operators and non-manufacturing employees. Since a considerable number of cutters are paid on a weekly basis, their work is more regularized from month to month than other manufacturing employees paid an hourly rate. Hence, the difference between operators and cutters in a slack month like December fades in a busy month such as March. Of 61 requests for exceptions by manufacturers to the 40 hour week, only 16 such referred specifically to cutters.

The heart of the matter as to permission for overtime to cutters simply is - what hours will cutters be required to work when operators are employed nearly 40 hours a week? Of 672 plants studies in February, 1934, approximately one-fourth, or 173, averaged above 35 hours a week for operators. Hours for cutters in these same 173 plants are shown in Chart 26. Whereas cutters averaged 36 hours per week in all plants, in these busiest plants cutters worked only 38 hours per week. The differential between cutter hours and operator hours sharply diminishes when the latter are fully occupied, probably due to the greater regularity of a substantial number of plants in working cutters 40 hours per week, both in dull and active seasons.

3. "Result of the Maximum Hours in the Sheep Lined and Leather Garment Industry" - Article III (b).

A glance at Chart 27 readily proves that the four winter months are the least fair period to test results in the Sheep Lined and Leather Garment Industry. Although production of Sheep Lined and Leather Garments rose to the highest level in February and March in many years for the same months,

nevertheless, the volume of manufactures in the winter months is normally less than one-third as great as in the Autumn.

Even though the majority of Sheep Lined and Leather Garment manufacturers also produce other Cotton Garments. Chart 28 particularly contrasts their wage rates and average value of products. When the sharp seasonal nature of the Sheep Lined and Leather Garment Industry is added, a clear introduction is available as to the marked difference in its problem from the rest of the Cotton Garment Industry. Average hours of operators compared as follows for Sheep Lined and Leather Garments and Cotton Garments.

	Feb. 1933	Dec. 1933	Jan. 1934	Feb. 1934
Sheep Lined and Leather	17.7	21.7	15.7	20.3
Cotton Garments	38.3	27.9	29.5	32.0

Although hours of other workers, particularly non-manufacturing and office employees tend to be longer than operator hours during the slack months, nevertheless Chart 29 demonstrated that more than two-thirds of Sheep Lined and Leather Garment workers have been employed less than the maximum 40 hour week from December to March. The contrary situation prevails in the rush season according to replies to a questionnaire of the National Association of Sheep Lined and Leather Garment Manufacturers, as 38 among 45 producers stated they were unable to secure sufficient trained workers during the peak months.

The real co-ordination of production and employment in 24 plants fabricating Sheep Lined and Leather garments exclusively is presented in Chart 30. Employment of operators neither rose nor fell to the extent of fluctuations in production during these five months selected principally due to changes in hours worked per week.

Thus, the 40 hour week is almost meaningless during these early months under the Code, since most Sheep Lined and Leather garment machines are normally idle in this season. The true test of re-employment will occur in the busy Autumn months ahead, but any fair adjustment of the working hours per week must recognize this sharply seasonal nature of the Sheep Lined and Leather Garment industry. Both the manufacturer and the worker must face the fact that nature dictates the time for wearing winter clothing. A rational adjustment between production and employment in Sheep Lined and Leather garments appears to depend on a flexible number of hours per week to help stabilize work throughout the year.

4. "Recommendation as to hours for all Non-Manufacturing Employees (except Office Employees)" - Article III (d).

Some non-manufacturing employees, as watchmen, sweepers, and shipping employees, have been accustomed for years to work on a 56, 60 or even 72 hour week. However, the average work week for non-manufacturing employees was 45.3 hours in February, 1933 and 40.2 hours in February, 1934. The reason for the drop is not clear, unless it be due to greater efficiency in plant management, since there was no maximum hour regulation under the Code and shipments of garments rose 22% above a year ago. Chart 9 compared hours of non-manufacturing employees with hours for other occupations. The

distribution of non-manufacturing employees by hours worked for the slack month of December and the somewhat more active month of February follows:

	Under 20 Hours	20-29 Hours	30-39 Hours	40 Hours	Over 40 Hours
December, 1933	8%	8%	16%	55%	13%
February, 1934	3	7	34	35	21

Chart 31 demonstrates that the large majority of plants have succeeded in regulating hours of non-manufacturing employees to suit the 40 hour week required for other workers. However, there was a startling advance of 19% in the number of non-manufacturing employees in February, 1934 over one year ago contrasted to no change in employment for all occupations among the entire sample of 672 plants. This increase occurred almost entirely in the Work Clothing and Work Shirt groups and particularly in nine large plants where the number of non-manufacturing employees more than doubled by rising from 163 to 359. Some increase was to be expected in non-manufacturing employees due to the rise of 41% in shipments of Work Clothes and 66% in shipments of Work Shirts above a year ago as presented earlier in Table 4. However, these same nine plants reported a decline from 426 to 302 in the combined number of trimmers, examiners, and unclassified manufacturing employees. Although the facts indicate these few concerns are circumventing the maximum 40 hour week limitation in the Code, this practice is confined to a small minority of plants.

The principal interest is the probable hours for non-manufacturing employees during the rush season, when sewing machine operators approximate 40 hours per week. Of 600 reporting plants, in 173 or over one-fourth of the total, operators worked longer than 35 hours a week in February, 1934. In Chart 26, earlier presented, the same analysis was applied to cutters. While non-manufacturing employees in all reporting concerns averaged 40 hours per week in February, 1934, in these most active plants, the average weekly hours of non-manufacturing employees were likewise 40.

5. "Determine whether or not the provisions of Section C (as to Learners) shall be changed" - Article IV (d).

Every year the Cotton Garment Industry must train many thousands of beginners to operate sewing machines, largely to replace girls leaving factories for married life. Since 95% of operators are women and half of these are less than 25 years of age, the turnover in employment must be among the highest in major industries.

A summary of 300 replies by producers to a questionnaire of the International Association of Garment Manufacturers elicited the fact that 21% of factory operatives work less than one year with the same employer, while the average length of service is only four years. Even though these same operators may continue in the Cotton Garment Industry at some other factory, nevertheless, it is a conservative estimate that 25,000 employees among the total 200,000 must be annually replaced. Learners are the source of new blood for the industry, the primary channel through which any program of reemployment in the Cotton Garment Industry must flow.

By permitting plants to employ 10% of their entire number of workers as learners and to train a new group of learners every six weeks, the Code theoretically allows replacement of the entire Cotton Garmen personnel within a year. However, manufacturers must train learners in the busy seasons, not during any average month, so three vital questions arise.

1. Is a learner sufficiently productive to be worth three-fourths of the minimum wage?

2. Does the 10% learner quota hamper plant operations during the busy months of the year?

3. Can the average learner be trained within six weeks?

It is significant that among 318 concerns, which have officially petitioned from December to May for exemptions from some provisions of the Cotton Garment Code, 148 or almost half of such requests, concerned learners. This number is not only more than one-third of the total petitions, but is more than double that of the next most provocative clause, the minimum wage. Of these 148 requests,

27 applied for a lower wage to learners,
102 petitioned for a higher percent of learners,
19 requested a longer learning period.

(a) Wage Rate.

Chart 32 shows that learners in February averaged 24¢ an hour compared to 36¢ for regular operators and worked 30 hours per week contrasted to 32 hours for operators. Last year learners averaged 40 hours a week compared to 38 for regular operators. Although learners are being paid pretty close to the rate of three-fourths of the minimum allowed, one year ago learner-operators averaged only 10¢ an hour, so have gained by far the most in earnings of any group under the Code. The substance of the matter indicates that the minimum hourly wage rate for learners is also the average rate, and this figure is more than double their wage a year ago. Perhaps this high rate for learners accounts for their much sharper decline in weekly hours worked than operators during the past year.

(b) Number Permitted.

As to the second main question aroused by the Code concerning learners, in the slack month of December only 3% of the total number of operators were learners, whereas in the relatively more active month of February, learners constituted 5% of all operators. However, the real problem can be gleaned from Chart 33, which indicates the proportion of learners for the busiest third of all plants, in which operators averaged about 25 hours a week. In these factories, more active than the average, 8% of the total operators are learners.

Chart 34 distributes 489 plants by the proportion of learner operators they employ. While 293 plants report no learners, 51 plants

or about one-tenth of the total reporting, employ over 10% of their total operators as learners. Such a condition indicates that in busier months than February, when average working hours approach 40, the need to give employment to a greater number of learners than permitted at present by the Code may be urgent. Finally, a sample of only 50 identical plants which reported learner operators both in February, 1933 and in February, 1934, registered a decline of 45% in the number of learners employed.

(c) Six Week Period

The third controversial issue is the period needed to train a learner to become a regular sewing machine operator. A questionnaire submitted to all members of the International Association of Garment Manufacturers in February evoked replies to this question from 271 manufacturers. Eighteen weeks was the average estimated time to train a learner.

Chart 35 is a frequency distribution on the learning period required in each of these 271 plants. The mode appears to be around the four month period. Eleven per cent of these concerns even estimated that over six months is required, while only 13% of these manufacturers replied that learners can be trained within the six week period allowed by the Code.

The three regulations on learners have not only aroused more petitions for exemptions than any other Code provision, but appear from results in a limited sample of several hundred plants to be defeating the objective of reemployment. The minimum wage for learners has become the average, unlike the situation in any other occupational group; the proportion of learners has sharply declined from a year ago; while the learning period is very widely considered as too short to train beginners. Unfortunately, these provisions have restricted the free flow of recruits so essential to rejuvenate the personnel in this industry which loses tens of thousands of its workers yearly.

6. "Report as to the effect of the operation of this provision (as to incapacitated employees) both generally and in cases of individual hardship"Article IV (f).

The Cotton Garment Industry normally furnishes a livelihood for ten thousand handicapped workers. Older women and younger ones afflicted by physical defects have for years earned a living at sewing machines. It is to the great credit of Cotton Garment Manufacturers that privileged employees as shown in Chart 32 average approximately three-fourths of the minimum hourly wage rate and are working 31 hours per week compared to 32 hours for regular operators. Of 318 exceptions to the Code requested between December and May, only sixteen such petitions by manufacturers concerned privileged employees.

Five per cent of all operators were privileged in February, 1934. Even among the third of the plants which averaged longer than 35 hours per week, Chart 33 shows that privileged operators constituted only 6% of the total number, thus indicating no attempt by the busy plants

on the whole to take advantage of the privileged classification.

Chart 34 distributes the number of privileged operators among 489 plants. The majority of plants report no privileged operators, while on the other hand, 73 concerns or 15% of the total average above 10% of all operators as privileged. Most of these plants are not violating the Code, since a concern may employ one-tenth of all its workers as privileged, not merely 10% of the operators, who generally make up the bulk of the handicapped class.

As the privileged workers constitute only 5% of the entire industry and are being paid three-fourths of the minimum wage, this provision in the Code permitting such handicapped workers to earn their livelihood appears to have operated thus far with minor difficulties.

7. "The effect of the operation of Section (g) on Northern and Southern Differentials" - Article IV (h).

(a) Disparity in Wage Rates.

The fears of Southern manufacturers that a revolutionary $12.00 a week minimum wage would bring ruin upon them have proved groundless under the operation of the Code. Chart 36 gives a composite picture of wages, hours, earnings, and employment in the North and South and most significant is the 4% decline in employment in Northern factories contrasted to a 14% increase in the South from February, 1933 to February, 1934. Although a part of this substantial gain in the South was due to the abolition of prison labor by two large plants, nevertheless, if this factor were eliminated, the net increase in the number of Southern workers would be 6% contrasted to a decline of 5% in the North. Southern manufacturers have been compelled to increase hourly wages much more substantially under the Code than Northern producers, as shown in the following table:

	Feb.1933	Dec.1933	Jan.1934	Feb.1934	March 24, 1934
North	24¢	39¢	40¢	39¢	37¢
South	19¢	33¢	35¢	32¢	31¢

Chart 37 compares products and occupations by North and South, noting that the margin between wages in these two sections is at least double the 8% differential permitted by the Code in every group. Half of the 64 plants requesting exceptions to the Code minimum wage are Southern concerns.

The variation in hourly wage rates of sewing machine operators by States is presented in the map, Chart 38. In only one Southern state, average hourly wages rose above 35¢ an hour, while only three Northern states reported average wages below that figure. Wages of operators only were selected because any other comparisons might be unfavorable to the South, due to the prevalence of cutters and office employees in the North. Another factor which generally biases Northern wages upwards, is the location of most large cities in Northern states.

Table 6 classifies the hourly earnings of operators in February, 1934 by North and South in towns of the same population. Even when communities of similar size are chosen, Northern workers are still paid 15 to 20% higher hourly earnings. A final comparison between Northern and Southern wages is shown in Chart 39, namely, hourly rates for sewing machine operators in both Northern and Southern plants which are owned by the same concerns. Even the identity of ownership of plants still leaves a difference of 3¢ per hour in favor of the Northern worker.

(b) Living Costs.

Although Southern factories have gained in employment despite the necessity of a more marked rise in wages, two general principles have been strenuously advocated by Southern producers in favor of the lower wage. First, the declaration is frequently made that living costs are lower in the South. Any apparent differential in living costs can generally be ascribed to the location of certain metropolitan cities in the North and the prevalence of negroes in the South. Obviously, living costs are higher in a white family in Philadelphia, than for the negro worker in rural Alabama. However, this is no criterion of living costs for Cotton Garment employees. Less than 5% of sewing machiner operators in either North or South are negroes, so wage standards in this industry need not be clouded by the color question.

Two graphs are presented based on United States Census material showing that rents of white families and retail wages of white workers prior to the depression were almost the same in both the North and South, where communities of similar size were chosen for comparison.

Chart 40 shows the very slight difference in rents of white families between North and South in each group of cities of the same population. While retail wages were 18% lower in the South in 1929, as shown in Chart 41, after negro workers were eliminated and communities of approximately the same population selected, then the actual difference between Northern and Southern retail wages disappeared entirely. Only the inclusion of metropolitan cities of over half a million people bias Northern wages upward and the prevalence of negroes in the South sharply reduces wage rates there. These two graphs on rents and retail wages simply show that the popular version of lower costs and standards of living below the Mason-Dixon line, or the 36th parallel, is largely a question of the color line and a small town - large city problem. The former condition is of minor consequence to the Cotton Garment Industry while the urban-rural situation is not confined to North and South.

(c) Gain in Productivity of Southern Workers.

A second frequent objection of the Southern manufacturer is that their workers are much less productive, although such facts for any one period are difficult to measure. Regardless of the efficiency of the underpaid worker in the past, there is no doubt that productivity of Southern employees has increased much more sharply than Northern workers as shown in Chart 42. Whereas the sewing machine operator in Northern plants registered an increase of 23% in the number of garments made per hour from February, 1933 to February, 1934, the Southern worker has recorded a gain of 68% in productivity under the Code.

The warmly disputed North-South problem has had none of the tragic consequences so ill-foreboded almost a year ago. Although Southern workers are still paid almost 20% less than in the North, [illegible] Southern factories increased wages by a more substantial margin and have gained in employment. The Southern garment worker located in towns of the same size as in the North, has no particular advantage in living costs and Southern operators have recorded an unusual gain in productivity.

8. "The effect of the minimum wage scale of this Article and other economic factors upon the sale price of Work Clothing and Work Shirts" - Article IV (j).

a. Prices and Wages.

At the commencement of the N.R.A. producers of Work Clothing and Work Shirts feared that their business would be jeopardized by the high wage scale for their workers. However, it appears that these manufacturers have been helped by the N.R.A. with its improvement in purchasing power for other wage-earners and also by the betterment in the farmer's lot due partly to A.A.A. Overalls and Work Shirts have a very high proportion of labor cost to the value added by manufacture. Since the consumers of Overalls, Pants, and Work Shirts are the laboring men and farmers, who weight costs in terms of nickels and dimes for their clothing expenses, this section of the Cotton Garment Industry took a considerable risk as to its economic welfare under the Code. However, results have been surprising because Work Clothing production advanced 20% and Work Shirts rose 6% in February, 1934, above the same month one year ago compared to a decline of 4% for all other Cotton Garments. Table 7 is a summary of principal changes in the Work Clothing and Work Shirt industries in the past year.

The increases in hourly earnings of Work Clothing and Work Shirt laborers have been very substantial, rising from 23¢ to 36¢ per hour in Overall factories and from 18¢ to 34¢ per hour in Work Shirt plants. Employment gains have also been recorded by Work Shirt producers.

The prices of Overalls and Work Shirts listed by the United States Bureau of Labor Statistics are too high to be representative of the industry as a whole. The U. S. Bureau of Labor Statistics index of Overall prices was $12.99 per dozen in June, 1933, prior to the N.R.A. and $16.66 in February, 1934. The average price reported by manufacturers to the Cotton Garment Code Authority was only $11.40 in February, 1934. Likewise the Code Authority figure for Work Shirts was $6.09 per dozen in this month contrasted to $8.58 according to the Bureau of Labor Statistics. The price of Work Clothing rose 42%, Work Shirts 44% from February, 1933 to February, 1934, as reported by 214 producers of Work Clothing and 47 manufacturers of Work Shirts. This compares with an increase in price of 38% for the rest of the Cotton Garment Industry. However, Wash Dresses gained 58% in price during this same period. It is also significant that Work Clothing prices have declined approximately 5% from December, 1933 to February, 1934.

However, the limited number of firms reporting to the Bureau of Labor Statistics have always been consistently higher than the average of the industry as a whole. For example, the U. S. Census of Manufactures embracing virtually all producers of Work Clothing and Work Shirts, recorded prices 41% lower for Work Clothing and 36% lower for Work Shirts in the year 1931, than the prices of the Bureau of Labor Statistics.

Chart 43 shows changes in the price and costs of Overalls as reported by 17 producers to the International Association of Garment Manufacturers. Their figures show an increase of material costs much greater than labor

costs from February, 1933 to February, 1934 and even wholesale prices rose to a higher degree than did labor costs in the same year. Chart 44 shows the relative proportion of labor, material, and overhead costs which make up the wholesale price of Overalls, and also notes the much greater increase in material costs than in other factors from February, 1933 to February, 1934.

b. Productivity.

A very vital factor permitting the manufacturers of Work Clothing and Work Shirts to sell more garments despite a great advance in hourly wages has been the marked increase in the productivity of workers corresponding to a higher wage.

Chart 45 demonstrates the increase in the number of garments made per operator hours in 76 Work Clothing plants, more than compensating for the decline in weekly hours and offsetting to a great extent the increase in hourly wages.

c. Production and Shipments.

According to the monthly census reports, the production of Work Clothing increased each year in the depression after 1930. During hard times, many individuals wear Work Clothing for dress uses and since the modest business revival of the last year has been marked by a sharp advance in retail prices of clothing, no doubt many consumers have continued to purchase Work Clothing.

The NRA has benefitted unskilled labor in many fields of manufacture although to a lesser extent than in the Cotton Garment Industry. These customers for Work Clothing and Work Shirts, although the poorest classes economically, received an increase in wages more than enough to offset the sharp advance in Work Clothing prices caused partly by higher labor costs.

Although hourly wages rose very substantially in Work Clothing and Work Shirt plants, the advance in material costs and the rise of 42% in wholesale price more than offset the higher labor costs. Production of Work Clothing and Work Shirts advanced sharply due partly to increased productivity of workers, but largely to the enhanced economic welfare of the customers of these garments.

9. "Investigate the wage scale for Cutters, to determine whether the wages paid said cutters tend to effectuate the purposes of the National Industrial Recovery Act" - Article IV (L).

	Feb. 1933	Dec.1933	Jan.1934	Feb.1934	March1934
Weekly Wage	$23.82	$21.03	$23.76	$22.64	$24.67
Hourly Earnings	.54	.65	.65	.62	.64
Weekly Hours	44.3	32.6	36.8	36.5	37.8

The Cutter has been the aristocrat of labor in the Cotton Garment Industry as 90% of the cutters were paid above the present minimum wage in the depth of the depression in February, 1934. Thus cutters, as a group, have been affected only by the maximum 40 hour week stipulation in the Code. The figures listed above tell briefly the whole matter. Cutters have gained in hourly earnings, but lost in weekly wages. Lower pay checks during a period of rising living costs have been only partially offset by an increase of 3% in the number of cutters employed between February, 1933 and February, 1934.

(a) Hourly Earnings.

Wage rates paid to substantial groups of cutters vary all the way from the Code minimum to $1.25 per hour and higher, contrasted to operators who cluster very largely in the group ten cents above the minimum wage. Due to individual degrees of skill required in cutting higher priced garments, plant averages on wages paid cutters may conceal these wide differences. Therefore, Table 8 records the hourly earnings of each of 2,460 cutters instead of being based on plant averages. The difficulty of generalizing on so-called average wage rates to cutters is readily seen in this table and in Chart 46, since no ten cent wage class even includes one-fifth of the cutters. Hourly earnings of cutters based on plant averages are presented in Chart 47.

The average wage of 64¢ an hour is widely diverged from in that cutters of Work Shirts, Pants, and Women's Undergarments are paid less than 55¢, whereas cutters of Shirts, Blouses, Oiled Cotton Garments, and Maids' Uniforms average above 73¢ per hour. Work Clothing and Wash Dress cutters receive pretty close to the average for the entire industry, while the cutters of Sheep Lined and Leather Garments are excluded from the totals, since they are protected by a 75¢ wage scale in the Code.

The selection of an average wage rate for Cutters is further complicated by a marked difference between an average Northern rate of 67¢ per hour contrasted to 51¢ in the South. Chart 48 shows that Southern cutters averaged approximately 20% lower earnings in almost every product group; however, Northern wage rates are partly biased upward by the inclusion of 249 New York City cutters, averaging 79¢ an hour. It was previously noted that while several other apparel industries are concentrated in New York City, only 3% of all Cotton Garment workers are employed there. However, many manufacturers have garments cut in New York City, while sewing is done at some small town factory. Consequently, 10% of the cutters are located in New York City. If these cutters are excluded from the Northern totals, then the average in Northern states falls from 67¢ to 64¢ per hour.

(b) Weekly Wages.

Table 9 distributes in detail the weekly wages of cutters in March, and Chart 49 pictures the proportion of cutters in each $10.00 wage class. Although the average weekly wage is $24.67 only about one-third of the cutters fall within the $20.00 to $30.00 a week group, again emphasizing the wide variations in weekly wages. Chart 50 by plotting wages of cutters on the basis of plant averages rather than individual cutters' wages, conceals part of this large spread.

Chart 51 contrasts wages of cutters in the North and South, noting Southern wages are lower in most products, but the difference is not so marked as in hourly earnings since cutters in the South average longer hours. More significant is the decline in weekly wages paid to cutters from February, 1933 to February, 1934, noted in Chart 52. This drop was due largely to the reduced weekly hours of Wash Dress cutters on account of decreased production of this garment.

Chart 53 pictures the marked difference in both hourly earnings and weekly wages of cutters in the North, South, and New York City. Due to these very wide variations in hourly earnings among individuals by product groups and between localities, it appears of very doubtful value to consider a single average wage rate for cutters.

One of the primary purposes of the NRA is to increase purchasing power and cutters have a much more personal interest in the size of their weekly pay checks in a period of rising prices than in balancing wage rates against reduced hours.

To summarize in a few words:

1. Hourly earnings of cutters vary too widely by locality, by product, and particularly by individual skill to substantiate a uniform national wage rate.

2. Weekly pay checks of cutters fell 5% from February, 1933 to February, 1934, despite a rise in hourly earnings and because of the shorter working week. This reduction in purchasing power has been only partially offset by an increase of 3% in the number of cutters employed.

10. "Differentials in wages paid to other employees receiving above the minimum to determine whether such differentials permit unfair competition in the Cotton Garment Industry" - Article IV (L).

(a) Operators

Since over two-thirds of all Cotton Garment workers and the great bulk of sewing machine operators received less than the present minimum wage one year ago, the pecuniary welfare of the skilled employee can be easily lost sight of by simply referring to a 28% average rise in weekly pay checks of all employees.

Operators comprise about two-thirds of all workers and are the lowest paid group. The minimum wage is by no means the average nor the maximum in t e vast majority of plants as readily shown in Chart 54 for February 1934. Although the graph indicates that violations are more frequent in the North, 28% of the plants reported averages above 40¢ per hours for sewing machine operators in the North, contrasted to only 3% of the plant averages above 40¢ in the South. Furthermore, in the South, no plants average above 50¢ an hour for operators. There is thus a tendency for employees in the South to cluster rather closely to the minimum, while in the North the piece rate basis still measures a marked variety in skill of workers.

Since even for the lowest paid occupation, operators, the minimum wage has not become a national leveling standard, the real interest lives in the effect on the weekly wages of that minority of skilled employees who were paid above $13.00 per week a year ago in February, 1933.

Table 10 presents complete figures on changes in weekly wages and hourly earnings of skilled employees.

Chart 55 readily shows that operators, who were paid from $13.00 to $15.00 per week (or $12.00 to $15.00 per week in the South) one year ago have gained very slightly in weekly wages, not sufficiently to compensate for the rise in living costs. Operators paid $15.00 and over one year ago have sustained a sharp reduction in their weekly pay checks. These conditions are due entirely to a decline in weekly hours and occured despite a rise in hourly earnings. Wheras only 10% of the operators did not need Code protection, 90% of the cutters were unaffected by a minimum wage.

(b) Cutters.

Chart 56 represents changes in wages, hours, and earnings of cutters from 1933 to 1934. It is readily observed that cutters paid from $13.00 to $20.00 a week succeeded in increasing their weekly pay checks, whereas all groups of cutters averaging above $20.00 a week one year ago have suffered financially due to the 40 hour week and in spite of boosts in their hourly rates of pay.

(c) Non-Manufacturing and Office Employees.

Charts 57 and 58 analyse the same materials for non-manufacturing and

office employees. Likewise, workers in these two groups paid between $13.00 and $30.00 per week have enlarged the contents of their pay envelope, but non-manufacturing employees receiving from $20.00 to $35.00 per week one year ago have suffered reductions in weekly wages, somewhat dissimilar from the case of skilled operators and cutters. Reduction in wages of non-manufacturing and office employees was partly due also to a decrease in hourly rates of pay, but largely was caused by a decline in the working hours per week. It should not be assumed that the reduction in the hourly rates of non-manufacturing and office employees, who were paid from $25.00 to $35.00 a week one year ago, was due to the necessity of manufacturers to enlarge their payrolls substantially to meet the minimum wage rates. It is easy to recall that in the period following the bank holiday in March, 1933, many concerns throughout the country reduced salaries of skilled and clerical employees and a considerable number of such wage cuts have not been restored.

One favorable feature as to the influence of the Cotton Garment Code on the wages of skilled employees, is that the minimum wage for sewing machine operators is neither the average nor the maximum, at least in the vast majority of Northern plants. However, of much greater significance in regard to purchasing power, is the boomerang of the 40 hour week in causing marked reductions in weekly pay checks of operators receiving above $15.00 per week a year ago and of cutters, non-manufacturing and office employees formerly paid above $20.00 per week a year ago.

Despite the great wage benefits to the average worker under the Cotton Garment Code, a valuable minority of skilled employees is losing economically during a period of rising living costs.

11. "Homework Problem" - Article VII (a)

One of the very few measures of praise that can be allotted to the pre-code record of the Cotton Garment Industry, is that only about 1 % of its 200,000 employees were homeworkers even in July, 1933, prior to the Code. The plight of the needle and thread homeworker for a century has been pictured in prose and poetry as so ghastly that the sweatshop appears humane in comparison. Some other needle trades have employed tens of thousands of homeworkers.

Chart 59 classifies 1,856 homeworkers employed in July by 80 concerns among 1,500 reporting plants, which sample represents at least three-fourths of the total workers in the industry. The same graph also records 1,216 homeworkers in April, 1934, or a decline of more than one-third under the Code. Hand embroiderers and collar and cuff turners, both occupations permitted by the Code, registered declines between July, 1933 and April, 1934. These two classes of homeworkers averaged 27 hours per week and earned 35¢ per hour in December, 1933

Sewing machine operators in homes, prohibited by the Code, fell sharply from 649 to 106. Twenty-three out of 53 concerns dropped sewing machine homework entirely. One hundred and six sewing machine operators in homes although the number might be somewhat increased by non-reporting firms, is still a small fraction of one percent of the total number of operators in the industry.

Homeworkers are markedly older than factory workers as demonstrated in Chart 60. While the majority of sewing machine operators in factories are girls less than 25 years old, 80% of the homeworkers are from 35 to 65 years of age.

Chart 61 contrasts the length of service for homeworkers and factory workers. Twenty-one percent of the factory operators have worked for less than a year in the reporting plant, while only 4% of the homeworkers have been employed for less than one year.

The principal reason given by manufacturers for the need to employ homeworkers is that the operator is unable to come to the factory due to care for children, housework, physical disability, or old age. A minor reason is that the plant has insufficient space for machines. Have these homeworkers or others in their place been given jobs in factories? The plants abolishing homework under the Code have not increased factory employment due perhaps to the inability to obtain the same workers, to pay the required wage scale or to install machines in the plant. However, their production probably was shifted to other manufacturers who thus increased employment.

The typical homeworker is an older, woman, unable to leave the household and with a record of several years of service for the same employer. Less than one per cent of Cotton Garment employees are hand embroiderers and collar and cuff turners, while the number of sewing machine operators in homes is a negligible fraction.

SYNOPSIS OF FINDINGS ON THE ELEVEN INCOMPLETE PROVISIONS.
Based on Reports to the Cotton Garment Code Authority.

1. Despite a reduction of 22% in average weekly hours worked and a very slight increase in production, the net change in employment from February, 1933 to February, 1934 is zero. Spurred forward by a rise from 20¢ to 35¢ an hour in average earnings of operators, both managers and workers have increased efficiency, so that the decrease in hours worked has been more than offset by the increase in productivity.

2. Cutters averaged only two hours more a week in the most active plants, where operators worked above 35 hours, than in all plants which were operating on an average of only 32 hours a week.

3. Less than a third of the employees of the Sheep Lined and Leather Garment Industry have worked a maximum 40 hour week under the Code, since the four winter months are completely off season in this industry and do not represent the average number of people employed during the year. A flexible number of hours per week to fit the peak and slack months in production appears to be needed in the Sheep Lined and Leather Garment Industry to help stabilize employment.

4. Hours of non-manufacturing employees have fallen from 45 to 40 a week and four-fifths of the individual plants are on a 40 hour basis or lower. Busy plants now working longer than 35 hours a week for operators, average only 40 hours a week for non-manufacturing employees, about the same as plants working operators fewer hours.

5. The three Code requirements on learners have aroused almost half the total number of requests for exceptions: (a) The minimum wage rate for learners is more than double that a year ago and tends to become the maximum rate. A sample of identical plants showed a decline of almost 50% in number of learners from a year ago. (b) Only 5% of all operators are learners, but the proportion increases sharply as plants become busier. Also, the percentage is higher in plants working regular employees longer hours. (c) It is the overwhelming concensus of manufacturers' opinions that six weeks is much too short a training period. Unfortunately, the wage rate for learners, the 10% limitation and the six week period provision in the Code are partially defeating the purpose of re-employment.

6. Privileged employees constitute only half the percentage allowed in the Code and on the average are being paid three-fourths the minimum wage.

7. The South gained 14% in employment despite the necessity of raising wages by a much wider margin from 1933 to 1934 in order to meet the Code minimum. Wage rates in the South still average almost 20% lower than in the North, and there has been a much greater increase in the productivity of Southern workers.

8. Both the wholesale price and the material cost of Work Clothing have risen higher than labor cost. The sharp advance in wages has not deterred a marked expansion in production of Work Clothing and Work Shirts and the productivity of the operators has greatly increased.

9. The large majority of Northern employees are paid above the minimum rate, although there is a tendency in numerous Southern plants for the minimum to be also the maximum. Higher paid groups of skilled employees in 1933 have mostly averaged reductions in weekly wages in 1934, principally due to the shorter working week.

10. Increased hourly earnings of cutters have been more than offset by declines in hours worked, so the weekly wages of cutters have slightly decreased.

11. Homeworkers engaged in hand embroidery and turning collars and cuffs constitute about 1% of all Cotton Garment employees while sewing machine operators in the home have been reduced to a negligible fraction.

Conclusion

a. Comparisons of 1934 with 1929.

A long range view of the Cotton Garment Industry is readily observable in Chart 62, showing trends in 830 plants from July, 1929 to March, 1934. Although the employment and hour figures are not so significant since different calendar months were reported for these two periods, nevertheless, the increase in wages from 29¢ an hour in the halcyon days of 1929 to 35¢ an hour under the Code, is unmatcher in the annuals of American business.

Table II is a summary on changes in machine capacity, employment, and payrolls for these 830 plants which remained in business throughout the entire depression and Table 12 gives figures for March 24, 1934 on 1,238 plants, one of the largest samples on which statistical data has ever been mobilized in the Cotton Garment Industry.

Chart 63 pictures the rise in purchasing power of Cotton Garment workers from 1929 to 1934. Weekly wages were the same at both dates despite a reduction in living costs of 20% during the depression, while both weekly and hourly wages in the South have risen to heights scarcely dreamed of in prosperous years.

b. Accuracy of Results.

The principal challenge to the accuracy of results in this study is simply -- are the 672 plants reporting for 1933 and 1934 representative of the entire three thousand plants of the Cotton Garment Industry?

Chart 64 presents the leading wage, hour, and employment comparisons of the first 319 and the later 353 reporting plants. It is noticeable that the concerns making earlier reports recorded a slightly better showing in both wages and employment. However, the principal comparison among the various products between occupations and by North and South were substantially uniform in both studies. If another 1,000 plants could report 1933 data, the entire picture of the industry might be slightly changed in a downward direction so far as wages and employment are concerned but the consistency of results between the first and second groups of reporting plants is the best proof that this sample fairly represented the Cotton Garment Industry.

c. Reemployment.

The labor objectives of the Cotton Garment Code were to create employment and improve the welfare of workers. It is fortunate that the latter succeeded insofar as the two purposes crossed each other's paths. The Code deliverately proposed to reduce drastically prison labor, child labor, homework, and above all, the legion of sweated, underpaid workers. To register these big gains within four months, it was necessary to remove thousands of these substandard workers. They have been replaced by fewer, but far higher paid and more productive wage earners. Surely it is no tragedy that concerns operating

54 hours a week and paying less than 10¢ an hour one year ago have recorded losses in employment. Under the necessity of trebling wages, these plants were compelled to replace obsolescent machines, sub-marginal workers, and inefficient practices by more modernized and productive methods of doing business.

This Code is systematically succeeding in stamping out the chiseller, whose only advantage in producing garments was the ability to undersell a few cents on each dozen garments by forcing wages still lower.

The wage, hour, child labor, and prison labor provisions in the Code discouraged types of undesirable employment existing for many years. The depression gave further opportunity for a class of sweatshop producers to start factories on a shoe-string basis in whatever locality a cheap supply of labor was available. Certainly, the achievement of living wage standards is a greater goal than the continuation of the type of employment so disgraceful in the past.

The normal method of increasing employment since time immemorial is to expand production. While average hours worked declined substantially in every product group within the Cotton Garment Industry, employment increased only in those groups where production expanded. It is folly to assert that production cannot be expanded when it is realized that only three dress shirts even in 1929 were sold for each man and boy above fifteen years of age.

Most significant is a decline of 4% in the total production of all Cotton Garments exclusive of Work Clothing and Work Shirts from February, 1933 to 1934, despite the general business revival in the intervening period. The decline in production of these Cotton Garments, higher priced than Work Clothing, indicates a lack of consumer purchasing power, particularly in middle class groups. It was noted that the shorter working week has resulted in hardships to skilled employees not protected by the Cotton Garment Code. The U. S. Bureau of Labor Statistics notes the same failure of white collar and skilled workers' wages to rise in practically all types of business during this period of increased living costs. Thus, reemployment may be somewhat beyond the power of the Cotton Garment Industry. No doubt, it is closely linked to the sales of clothing by retail stores. With the exception of two months, the unit volume of department store sales in the past year has been consistently lower than in the same months of the previous year.

Despite the failure to achieve reemployment in the Cotton Garment Industry, the Code may be productive in creating employment in other industries. The 28% increase in weekly payrolls has given a reservoir of purchasing power to many small towns in the South and Middle West. No doubt the increased volume of sales of chain stores and mail order houses in such communities can be directly traced to the wage benefits under the Cotton Garment Code.

Chart 65 is a bird's-eye view of the variety of changes set in motion by the Cotton Garment Code in payrolls, profit, price, production, hours, material costs, productivity, and employment, all of which play a vital role in the lives of two hundred thousand workers and a hundred million American consumers of Shirts, Overalls, or House Dresses.

COTTON GARMENT EMPLOYMENT, WAGES, AND HOURS
JULY, 1929 to APRIL, 1935

APPENDIX

EXHIBIT A 1/

COTTON GARMENT EMPLOYMENT, WAGES AND HOURS
July 1929 to April 1935

Alfred Cahen, PH. D.
Statistician, Cotton Garment Industry

602 principal companies, including 916 plants, reported 154,927 workers for the second week in April, with a payroll of $2,107,459 representing approximately three-fourths of the employment in the Cotton Garment Industry.

1. Employment Index

April 1935	100.0	April 1934	100.2
March 1935	99.2	July 1933	102.2
February 1935	93.5	March 1933	86.7
January 1935	84.0	July 1929	84.8

Chart 1 shows that employment in April 1935 remained almost constant compared to the preceding month, March 1935, and also compared to the same month one year ago, April 1934. However, the number of Cotton Garment workers in April 1935 exceeds by 18 per cent the July 1929 employment.

2. Weekly Wages

April 1935	$13.52	April 1934	$12.39
March 1935	13.25	July 1933	9.38
February 1935	12.97	March 1933	8.58
January 1935	11.90	July 1929	13.25

During the past year, Cotton Garment weekly wages rose $1.13 per worker over April 1934, or an increase of 9.2 per cent compared to a rise of 6.1 per cent in living costs by the index of the National Industrial Conference Board. Weekly wages advanced in all of the 17 product subdivisions during the past year. The weekly pay check of the worker is 27 cents higher than in July 1929 providing employee purchasing power due to a fall of 17 per cent in living costs.

3. Weekly Hours

April 1935	32.3	April 1934	33.9
March 1935	31.8	July 1933	45.6
February 1935	31.1	March 1933	44.4
January 1935	29.6	July 1929	46.7

Despite a 10 per cent legal reduction in hours from April 1934 to April 1935, average working hours fell only 4.7 per cent. 252 of the 602 large companies were working longer than 36 hours per week in April 1934 and these concerns would be most directly affected in spreading employment under the 36-hour week. However, Chart 2 shows that their employment increased only 1.8 per cent though their average hours declined 11.8 per cent.

1/ This Exhibit is presented as prepared by the Code Authority.

4. North, South, and Border States

In the past year from April 1934 to April 1935, Chart 3 records a slight increase in employment in the North, a small decline in the border states of Maryland, District of Columbia, West Virginia, Kentucky, and Southern Missouri, and a marked decrease in the southern states. Higher wages in the North correspond to increases in employment, and sections of the country where lower wages were paid one year ago have now lost in employment.

5. Hourly Earnings

April 1935	41.8 cents	April 1934	36.4 cents
March 1935	41.7	July 1933	20.5
February 1935	41.6	March 1933	19.3
January 1935	40.0	July 1929	28.4

Hourly earnings of labor in the Cotton Garment Industry, excluding Sheep lined and Leather concerns, remained practically the same as in the preceding month, but gained 14.8 per cent over the same month one year ago exceeding the mandatory 11.1 per cent increase required under the 36-hour week. A very significant tendency is shown in Chart 4 that companies paying barely above the minimum in April 1934 have lost workers, while concerns averaging considerably above the minimum wage one year ago have now gained in employment. Hourly rat of pay increased in all of the 17 product groups between April 1934 and April 1935.

6. First Three Months Under the 36-Hour Week

February, March and April 1935 under the 36-hour week compared with identical months one year ago under the 40-hour week record declines in weekly hours in all three months considerably less than 10 per cent. Increases in average hourly earnings in all three months were greater than 11.1 per cent. No chang in employment were reported in March and April 1935 compared with the same months one year ago. February 1935 was the only month under the 36-hour week to record increased employment, namely, 9.5 per cent, over February 1934. Thi result is not due to spreading work by shorter hours since average working hours have declined only 3.7 per cent from February 1934 to February 1935. The expected rise in retail prices of Cotton Garments due to increased labor costs from 11.1 per cent advance in wages and increased overhead owing to the 36-hour week did not occur according to price indexes of the National Industrial Conference Board, the U. S. Bureau of Agricultural Economics, and the Fairchild Publications. Cost increases under the 36-hour week were compensated by decline in price of cotton cloth so that the consumer of Cotton Garments has not experienced rising prices in the past year. Although the 36-hour week contemplated no change in weekly wages of workers, nevertheless, the past 3 months have all recorded fair increases above one year ago in the weekly pay checks of Cotton Garment Employees.

Per Cent changes	April to April 1934	1935	March to March 1934	1935	Feb. to Feb. 1934	1935
Weekly Wage	+9.2 per cent		+5.8 per cent		+10.6 per cent	
Weekly Hours	-4.7		-7.6		-3.7	
Hourly Earnings	+14.8		+14.5		+14.8	
Employment	-0.2		+0.2		+9.5	

Table 1

EMPLOYMENT, HOURS, AND WAGES IN 602 PRINCIPAL COMPANIES COVERING 916 PLANTS
WEEK ENDING APRIL 12, 1935

(Companies Classified by Major Product)

Number of Companies	Product	Employment	Payroll	Weekly Wage	Weekly Hours	Hourly Earnings
99	Men's Shirts	43,563	$ 579,927	$13.28	31.2	42.5¢
18	Custom-made Shirts	483	7,681	15.90	32.9	48.3
20	Men's and Boys' Pajamas	3,301	40,383	12.25	31.0	39.5
21	Boys' Blouses and Shirts	4,625	61,418	13.28	31.1	42.7
6	Boys' Wash-suits	330	5,807	17.60	34.3	51.3
42	Overalls	17,185	232,561	13.53	31.5	42.9
11	Children's Playsuits	953	11,642	12.21	32.0	38.2
68	Work-Pants	14,773	195,417	13.23	32.4	40.8
40	Other Men's and Boys' Pants	6,376	88,777	13.92	32.0	43.5
5	Men's Cotton Wash-Suits	396	5,528	13.96	33.9	41.2
34	Work-shirts	16,380	198,769	12.13	32.8	37.0
28	Lumberjacks, Outerwear	1,771	25,752	14.50	32.0	45.3
28	Sheeplined and Leather	2,875	52,396	18.20	29.8	61.0#
119	Cotton Wash-dresses	32,544	462,320	14.21	34.2	41.0
20	Women's Undergarments	3,898	51,084	13.10	31.5	41.7
16	Nurses' and Maids' Uniforms	2,272	34,233	15.08	34.0	44.3
19	Washable Service Apparel	1,888	31,576	16.72	33.0	50.7
8	Oiled Cotton Garments	1,314	22,188	16.88	35.1	48.0
602	Cotton Garment Industry	154,927	$2,107,459	$13.52*	32.3	41.8¢*

Source: Cotton Garment Code Authority.

Note 1: In each table, #Hourly Earnings of Sheeplined and Leather companies are lowered by the inclusion of some Cotton Garment employees in those plants.

* Note 2: In each table, *Weekly Wage and *Hourly Earnings for the entire Cotton Garment Industry exclude Sheeplined and Leather Garment employees.

Table 2

INDEXES OF EMPLOYMENT FOR IDENTICAL FACTORIES
(Companies classified by Major Product)

Product	Apr. 1935	Mar. 1935	Feb. 1935	Jan. 1935	Apr. 1934	July 1933	Mar. 1933	July 1929
Men's Shirts	100.0	99.9	96.7	88.7	94.6	93.7	79.2	96.4
Custom-Made Shirts	100.0	97.3	95.8	92.8	97.3	94.0	91.8	118.7
Men's and Boys' Pajamas	100.0	100.7	91.0	85.5	93.8	112.1	109.5	135.1
Boys' Blouses and Shirts	100.0	103.5	98.8	87.1	90.4	95.0	88.3	79.3
Boys' Wash-Suits	100.0	96.4	88.8	89.4	81.8	101.0	85.6	----
Overalls	100.0	98.1	99.8	90.5	110.9	111.3	92.1	80.5
Children's Playsuits	100.0	97.3	90.7	88.2	95.7	87.2	73.7	----
Work-Pants	100.0	102.4	96.2	87.3	97.0	115.0	99.9	92.6
Other Men's and Boys' Pants	100.0	95.1	90.1	79.0	92.9	106.0	91.5	77.5
Men's Cotton Wash-Suits	100.0	96.6	91.2	91.0	84.3	98.6	75.2	74.5
Work Shirts	100.0	101.3	97.1	82.5	120.3	102.3	83.8	52.2
Lumberjacks, Outerwear	100.0	110.8	97.4	74.1	102.0	123.1	65.5	129.2
Sheeplined and Leather	100.0	100.3	84.9	72.8	110.6	163.6	78.7	115.7
Cotton Wash-Dresses	100.0	95.2	85.8	77.0	98.0	99.0	92.3	75.8
Women's Undergarments	100.0	96.0	83.5	68.9	106.7	115.3	85.0	118.0
Nurses' and Maids' Uniforms	100.0	96.8	94.8	87.5	85.3	83.0	79.8	84.0
Washable Service Apparel	100.0	102.5	100.1	99.1	88.6	100.2	78.3	88.0
Oiled Cotton Garments	100.0	94.8	79.8	63.7	75.7	42.9	25.9	93.5
Cotton Garment Industry	100.0	99.2	93.5	84.0	100.2	102.2	86.7	84.8

Source: Cotton Garment Code Authority

* Note: Large increase in Work-Shirt employment between 1929 and 1933 is due to the reduction of prison labor.

Table 3

WEEKLY WAGES
(Companies Classified by Major Products)

Products	Apr. 1935	Mar. 1935	Feb. 1935	Jan. 1935	Apr. 1934	July 1933	Mar. 1933	July 1929
Men's Shirts	$13.28	$12.97	$12.72	$11.40	$12.28	$ 9.28	$ 8.25	$13.58
Custom-Made Shirts	15.90	15.91	16.91	13.82	14.66	12.78	13.00	20.21
Men's and Boys' Pajamas	12.25	12.94	11.74	10.96	12.30	8.57	8.40	13.11
Boys' Blouses and Shirts	13.28	14.07	13.00	11.46	12.28	9.81	9.32	13.03
Boys' Wash-Suits	17.60	17.29	16.87	15.42	15.70	11.18	12.70	-
Overalls	13.53	13.60	13.40	11.80	12.56	10.54	8.54	13.44
Children's Playsuits	12.21	12.05	12.30	11.29	11.72	8.42	8.70	-
Work-Pants	13.23	12.82	12.91	11.90	12.77	8.98	8.04	12.53
Other Men's and Boys' Pants	13.92	13.58	13.08	12.31	13.40	9.70	8.83	13.11
Men's Cotton Wash Suits	13.96	12.51	11.39	-	12.83	-	-	-
Work-Shirts	12.13	11.92	11.50	11.00	10.72	7.85	7.64	10.70
Lumberjacks, Outerwear	14.50	14.76	14.05	12.10	14.18	12.28	12.59	16.98
Sheeplined and Leather	18.20	18.48	16.23	13.40	18.63	15.98	12.52	20.09
Cotton Wash-Dresses	14.21	13.41	13.47	12.67	12.78	9.03	8.85	12.50
Women's Undergarments	13.10	13.52	12.90	11.80	12.20	10.28	9.28	14.41
Nurses' and Maids' Uniforms	15.08	15.15	14.55	13.97	14.04	11.00	12.02	17.98
Washable Service Apparel	16.72	16.41	15.64	16.20	16.02	14.90	14.09	18.51
Oiled Cotton Garments	16.88	16.41	16.24	15.00	16.18	14.28	13.43	19.90
Cotton Garment Industry	$13.52	$13.25	$12.97	$11.90	$12.39	$ 9.38	$ 8.58	$13.25

Source: Cotton Garment Code Authority.

Table 4

HOURLY EARNINGS
(Companies Classified by Major Product)

Product	Apr. 1935	Mar. 1935	Feb. 1935	Jan. 1935	Apr. 1934	July 1933	Mar. 1933	July 1929
Men's Shirts	42.5¢	42.8¢	42.7¢	40.7¢	37.2¢	20.9¢	18.9¢	28.6¢
Custom-Made Shirts	48.3	47.9	47.2	46.0	41.0	31.5	37.2	43.0
Men's and Boys' Pajamas	39.5	40.4	38.7	37.9	34.7	19.7	19.8	28.7
Boys' Blouses and Shirts	42.7	43.4	41.7	39.3	37.1	21.6	19.4	27.6
Boys' Wash-Suits	51.3	49.4	48.9	44.8	42.9	28.5	31.4	-
Overalls	42.9	42.4	43.3	40.3	38.0	24.1	20.9	33.1
Children's Playsuits	38.2	37.9	37.9	36.6	34.9	16.4	16.8	-
Work-Pants	40.8	40.7	40.7	39.8	36.8	18.9	18.3	26.9
Other Men's and Boys' Pants	43.5	43.5	42.2	39.6	36.9	21.2	20.6	28.2
Men's Cotton Wash-Suits	41.2	39.6	39.6	-	36.6	-	-	-
Work-Shirts	37.0	36.9	37.2	34.9	33.6	15.9	15.9	21.6
Lumberjacks, Outerwear	45.3	46.1	44.3	44.4	39.7	26.5	27.5	35.8
Sheeplined and Leather	61.0	60.0	59.8	56.8	54.7	36.4	35.6	44.2
Cotton Wash Dresses	41.0	40.7	41.0	40.7	35.6	19.8	19.2	27.3
Women's Undergarments	41.7	42.7	42.6	40.8	35.6	20.7	20.0	29.1
Nurses' and Maids' Uniforms	44.3	43.7	43.5	42.7	39.7	24.0	26.3	39.7
Washable Service Apparel	50.7	48.4	48.3	46.8	44.1	33.8	34.4	40.9
Oiled Cotton Garments	48.0	47.7	47.9	47.0	42.9	35.2	34.6	42.3
Cotton Garment Industry	41.8¢	41.7¢	41.6¢	40.0¢	36.4¢	20.5¢	19.3¢	28.4¢

Source: Cotton Garment Code Authority.

Table 5

WEEKLY HOURS
(Companies Classified by Major Products)

Product	Apr. 1935	Mar. 1935	Feb. 1935	Jan. 1935	Apr. 1934	July 1933	Mar. 1933	July 1929
Men's Shirts	31.2	30.3	29.8	28.0	33.0	44.4	43.6	47.4
Custom-Made Shirts	32.9	33.3	33.7	30.1	35.7	40.5	34.9	47.0
Men's and Boys' Pajamas	31.0	32.1	30.4	28.9	35.4	43.5	42.3	45.7
Boys' Blouses and Shirts	31.1	32.4	31.1	29.1	33.1	45.4	47.9	47.2
Boys' Wash-Suits	34.3	35.0	34.5	34.4	36.7	39.2	40.4	-
Overalls	31.5	32.0	31.0	29.3	33.0	43.7	40.9	44.5
Children's Playsuits	32.0	31.8	32.4	30.8	33.6	51.4	51.8	-
Work-Pants	32.4	31.6	31.8	29.9	34.7	47.5	43.9	46.6
Other Men's and Boys' Pants	32.0	31.2	30.9	31.1	36.4	45.8	42.7	46.5
Men's Cotton Wash-Suits	33.9	31.3	28.8	-	35.1	-	-	-
Work-Shirts	32.8	32.4	30.9	31.5	31.9	49.3	48.0	49.6
Lumberjacks, Outerwear	32.0	32.0	31.8	27.2	35.7	46.4	45.8	47.5
Sheeplined and Leather	29.8	30.8	27.1	23.6	34.0	43.9	35.2	45.5
Cotton Wash-Dresses	34.2	33.0	32.8	31.0	35.9	45.4	46.2	45.9
Women's Undergarments	31.5	31.3	30.3	29.0	34.2	49.5	46.4	49.5
Nurses' and Maids' Uniforms	34.0	34.7	33.3	32.8	35.4	45.6	45.6	45.3
Washable Service Apparel	33.0	33.9	32.4	34.6	36.3	44.0	41.0	45.3
Oiled Cotton Garments	35.1	34.4	33.9	31.9	37.7	40.6	38.9	47.2
Cotton Garment Industry	32.3	31.8	31.1	29.6	33.9	45.6	44.4	46.7

Source: Cotton Garment Code Authority.

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TABLE 1

SUMMARY OF WAGES, HOURS AND EMPLOYMENT
IN 672 COTTON GARMENT PLANTS.

	FEB. 1933	FEB. 1934	% CHANGE
TOTAL EMPLOYEES	63,359	63,234	- 00.2
First 319 Reporting Plants	26,538	27,065	+ 2.0
Next 353 Reporting Plants	36,821	36,169	- 1.8
WEEKLY WAGE	$9.40	$12.07	+ 28.4
First 319 Reporting Plants	9.67	12.30	+ 27.2
Next 353 Reporting Plants	9.21	11.90	+ 29.3
WEEKLY HOURS	41.4	32.5	- 21.5
First 319 Reporting Plants	40.0	32.6	- 18.6
Next 353 Reporting Plants	42.4	32.4	- 23.6
HOURLY EARNINGS	22.7¢	37.1¢	+ 63.4
First 319 Reporting Plants	24.1	37.7	+ 56.4
Next 353 Reporting Plants	22.0	36.7	+ 67.0
PROPORTION OF EMPLOYEES AT 40 to 50 HOURS PER WEEK	38.3%		
First 319 Reporting Plants	44.1		
Next 353 Reporting Plants	34.0		
PROPORTION OF EMPLOYEES AT 40 HOURS PER WEEK		34.6%	
First 319 Reporting Plants		39.7	
Next 353 Reporting Plants		30.8	
PROPORTION OF EMPLOYEES OVER 50 HOURS PER WEEK	13.6%		
First 319 Reporting Plants	10.2		
Next 353 Reporting Plants	16.0		
PROPORTION OF EMPLOYEES OVER 40 HOURS PER WEEK		2.1%	
First 319 Reporting Plants		2.2	
Next 353 Reporting Plants		2.0	

(WAGE TOTALS EXCLUDE SHIRT LINED AND LEATHER GARMENT PLANTS)

TABLE 2

CHANGES IN HOURS, WAGES AND EMPLOYMENT FOR 672 PLANTS

FROM FEBRUARY, 1933 to FEBRUARY, 1934

	WEEKLY HOURS 1933	WEEKLY HOURS 1934	HOURLY EARNINGS 1933	HOURLY EARNINGS 1934	WEEKLY WAGES 1933	WEEKLY WAGES 1934	% CHANGE IN EMPLOYMENT
Shirts	39.3	30.3	21.4¢	37.5¢	$8.41	11.57	- 8.0%
Work Shirts	44.8	35.1	17.9	33.6	8.00	11.79	+51.8
Pants	38.5	32.3	20.2	37.9	7.78	12.24	+ 7.8
Boys' Blouses	44.5	30.0	21.9	36.3	9.72	10.88	-14.5
Pajamas	45.1	35.1	21.7	38.9	9.77	13.64	-17.0
Sheep-lined & Leather	35.5	29.2	31.4	41.6	11.12	12.14	- 9.7
Miscellaneous	41.6	34.5	26.7	42.2	11.11	14.56	+13.4
Overalls	39.5	33.1	23.5	36.3	9.29	12.01	+ 6.4
Wash Dresses	44.4	33.9	23.3	37.5	10.35	12.65	- 9.0
ALL PRODUCTS	41.4	32.5	22.7¢	37.1¢	$9.40	12.07	-00.2%

The total for all products excludes Sheep-lined and Leather Garments.

TABLE 3

WAGES, HOURS, AND EMPLOYMENT IN 672 COTTON GARMENT PLANTS
(EXCLUDING SHEEP LINED AND LEATHER WAGE DATA)

FEBRUARY, 1933 and FEBRUARY, 1934

CLASSIFIED BY OCCUPATION

	WEEKLY HOURS	WEEKLY WAGES	HOURLY EARNINGS
CUTTERS			
1933	44.3	$23.82	53.7¢
1934	36.5	22.64	61.9
% Change in Employment	+ 2.6		
OPERATORS			
1933	38.3	$ 7.62	19.9¢
1934	32.0	11.30	35.2
% Change in Employment	- 3.3		
NON-MANUFACTURING EMPLOYEES			
1933	45.3	$15.90	35.0¢
1934	40.2	16.91	42.0
% Change in Employment	+19.9		
OFFICE EMPLOYEES			
1933	42.5	$16.78	39.4¢
1934	39.7	18.01	45.3
% Change in Employment	- 3.3		
LEARNER-OPERATORS			
1933	39.8	$ 4.14	10.4¢
1934	30.0	7.41	24.5
Proportion to Operators Feb. 1934	4.8%		
PRIVILEGED-OPERATORS			
1934	31.0	$ 7.61	24.6¢
Proportion to operators Feb. 1934	5.0%		

TABLE 4

PRODUCTION IN 300 PLANTS - FEBRUARY, 1933 and FEBRUARY, 1934

PRODUCT	DOZENS OF GARMENTS CUT 1933	DOZENS OF GARMENTS CUT 1934	% CHANGE	DOZENS OF GARMENTS SHIPPED 1933	DOZENS OF GARMENTS SHIPPED 1934	% CHANGE	AVERAGE VALUE 1933	AVERAGE VALUE 1934	% CHANGE
SHIRTS	87,022	96,523	+ 10.9%	77,870	91,349	+ 17.3%	$5.25	$7.21	+ 37.3%
BLOUSES	31,024	28,12-	- 9.4	35,385	40,208	+ 13.6	3,50	4.49	+ 28.3
PAJAMAS	21,036	16,828	- 20.0	11,180	11,580	+ 3.6	7.57	10.18	+ 34.5
WORK CLOTHES	178,826	208,664	+ 16.7	139.921	197,939	+ 41.4	5.99	8.50	+ 41.9
PANTS	14,084	22,877	+ 62.4	12,826	17,436	+ 35.9	9.38	14.14	+ 50.9
WORK SHIRTS	68,895	73,012	+ 6.0	43,246	69,199	+ 60.0	4.24	6.09	+ 43.6
SHEEPLINED & LEATHER	7,074	8,357	+ 18.1	4,926	4,975	+ 1.0	32.05	35.99	+ 12.3
WASH DRESSES	97,846	75,624	- 22.8	80,111	70,699	- 11.7	7.92	12.53	+ 58.2
NURSES & MAIDS' UNIFORMS	26,410	16,779	- 36.5	24,286	21,329	- 12.1	12.00	15.69	+ 30.8
MISCELLANEOUS	35,328	41,122	+ 14.8	12,127	13,528	+ 11.6	8.60	11.13	+ 29.4
TOTAL	568,145	587,906	+ 3.5	441,878	538,242	+ 21.8	$7.03	$9.68	+ 37.7

TABLE 5

PERCENTAGE MONTHLY CHANGES IN GARMENTS CUT AND AVERAGE VALUE
REPORTED BY 226 PLANTS FOR FEBRUARY, JULY, DECEMBER, 1933 AND JANUARY, FEBRUARY, 1934.

DECEMBER, 1933 = 100 (BASE MONTH)

	GARMENTS CUT					AVERAGE VALUE					
PRODUCTS	FEB. 1933	JULY 1933	DEC. 1933	JAN. 1934	FEB. 1934	FEB. 1933	JULY 1933	DEC. 1933	JAN. 1934	FEB. 1934	NO. OF PLANTS
WORK CLOTHES	138.5	213.4	100.0	151.9	159.5	66.8	77.9	100.0	90.5	92.1	98
WASH DRESSES	194.2	152.4	100.0	147.0	152.7	77.6	77.4	100.0	110.7	116.8	43
SHIRTS	122.6	190.0	100.0	130.3	144.4	71.7	84.8	100.0	89.4	91.8	25
SHEEP LINED & LEATHER	77.5	458.9	100.0	63.5	121.3	87.9	73.7	100.0	93.7	90.1	18
PANTS	165.1	282.0	100.0	208.0	251.6	77.6	80.9	100.0	101.7	105.5	12
MISCELLANEOUS	189.2	229.7	100.0	142.7	157.3	53.8	69.5	100.0	89.2	82.4	30
TOTAL	149.2	205.2	100.0	146.8	157.1	67.5	82.2	100.0	91.4	93.4	226

TABLE 6

HOURS, WAGES, EARNINGS, AND EMPLOYMENT OF 25,242 OPERATORS IN 406 PLANTS, FEBRUARY, 1933 and FEBRUARY, 1934, CLASSIFIED BY POPULATION OF TOWN AND BY NORTH AND SOUTH.

POPULATION	Weekly Hours 1933	Weekly Hours 1934	Weekly Wages 1933	Weekly Wages 1934	Hourly Earnings 1933	Hourly Earnings 1934	% Change in Employment 1933-1934	No. of Plants
Over 250,000								
North	36.5	32.8	$8.89	$12.57	24.3¢	38.3¢	-6.6%	146
South	35.8	33.2	6.16	11.60	18.5	35.0	+4.7	37
U. S.	36.4	32.9	8.38	12.34	23.0	37.5	-4.2	183
100,000 to 250,000								
North	37.9	31.7	$7.15	$11.75	18.8¢	37.1¢	+1.3%	36
South	28.5	31.6	4.41	10.38	15.5	32.8	+8.9	9
U. S.	36.0	31.7	6.59	11.46	18.3	36.2	+2.8	45
50,000 to 100,000								
North	37.2	32.6	$8.23	$11.40	22.1¢	35.0¢	-14.9%	31
South	46.0	32.9	10.33	9.15	22.5	27.8	-12.7	4
U. S.	39.6	32.7	8.81	10.80	22.2	33.1	-14.7	35
25,000 to 50,000								
North	35.8	29.7	$8.99	$11.77	25.1¢	39.6¢	- 5.6%	20
South	41.3	31.9	6.08	10.52	14.7	32.9	+11.1	6
U. S.	38.0	30.7	7.84	11.24	20.7	36.7	- 0.1	26
10,000 to 25,000								
North	38.9	30.2	$7.23	$11.07	18.6¢	36.7¢	-14.9%	36
South	31.7	30.9	5.57	9.89	17.6	32.0	+46.6	7
U. S.	37.7	30.4	6.96	10.78	18.5	35.5	- 5.7	43
5,000 to 10,000								
North	43.2	33.5	$8.03	$11.99	18.6¢	35.8¢	- 1.5%	21
South	47.7	30.5	7.26	9.79	15.2	32.1	- 5.3	5
U. S.	44.0	33.0	7.88	11.59	17.9	35.2	- 2.2	26
2,500 to 5,000								
North	32.8	31.9	$7.79	$11.10	23.8¢	34.8¢	+21.6%	16
South	39.0	32.9	5.92	10.06	15.2	31.1	- 8.1	8
U. S.	36.0	32.1	6.81	10.65	18.9	33.2	+ 4.1	24
1,000 to 2,500								
North	42.2	33.3	$7.21	$11.80	17.1¢	35.5¢	-- 8.1%	12
South	50.0	32.9	8.36	10.13	16.7	30.8	+11.1	1
U. S.	43.2	33.2	7.37	11.11	17.0	34.8	- 5.2	13
Under 1,000								
North	35.5	24.8	$8.32	$ 8.43	23.4¢	34.0¢	+113.3%	6
South	42.9	31.6	7.93	9.35	18.5	29.5	+ 33.1	5
U. S.	40.6	28.6	8.05	8.95	19.8	31.2	+ 51.5	11
TOTAL - North	38.0	32.1	$8.14	$11.85	21.4¢	37.0¢	- 5.6	324
South	39.2	32.2	6.87	10.39	17.5	32.3	+ 4.9	82
GRAND TOTAL - U. S.	38.3	32.1	7.82	11.47	20.3	35.7	- 3.3	406

R-45

TABLE 7

COMPOSITE CHANGES IN WORK CLOTHING AND WORK SHIRTS PLANTS PRIOR TO AND UNDER THE CODE.

FEBRUARY 1933 = 100 (BASE MONTH)

	FEB.1933	JULY 1933	DEC. 1933	JAN.1934	FEB. 1934
EMPLOYMENT	100	126	94	119	120
WEEKLY HOURS	100	113	67	71	83
HOURLY EARNINGS	100	94	149	159	157
WEEKLY WAGES	100	107	101	113	131
WHOLESALE PRICE	100	114	155	155	155
COST OF MATERIAL	100	117	168	169	171
OVERHEAD COST AND PROFIT	100	110	139	137	134
PROPORTION OF LABOR TO VALUE OF PRODUCT	100	83	108	79	94
GARMENTS CUT	100	155	72	110	117
GARMENTS SHIPPED	100	185	71	124	131
VALUE OF SHIPMENTS	100	214	104	169	180
OPERATOR HOURS PER WEEK	100	120	65	76	88
OPERATOR EARNINGS PER HOUR	100	97	165	166	167
PRODUCTIVITY OF OPERATORS	100	94	104	141	138

TABLE 8

TOTAL U. S. - DISTRIBUTION OF HOURLY EARNINGS OF 2,462 CUTTERS IN 741 PLANTS, MARCH 1934

Products	Average Hourly Earnings	Under 32½¢	33¢ 39	40¢ 49	50¢ 59	60¢ 69	70¢ 79	80¢ 89	90¢ 99	$1.00 1.09	$1.10 or more	Total No. of Cutters	Total No. of Plants
SHIRTS	69.5¢	16	114	74	72	100	75	36	29	11	42	569	116
BOYS' BLOUSES	72.9¢	3	2	8	5	4	2	5	3	6	5	43	12
MEN'S PAJAMAS	65.1¢		10	2	13	6	2	1		4	5	43	12
OVERALLS	61.8¢	8	94	69	62	42	103	39	21	20	12	475	165
WORK SHIRTS	53.0¢	7	39	38	24	13	23	4	8		4	160	41
SHEEP LINED & LEATHER	79.5¢	3	9	9	8	9	91	75	26	11	14	255	45
PANTS	54.9¢	6	52	28	20	22	29	11	7	4	5	184	69
WASH DRESSES	62.7¢	8	106	81	66	74	70	36	34	15	39	529	177
OILED COTTON GARMENTS	72.0¢		2		1	6	4	5			1	19	10
MAIDS' UNIFORMS	72.0¢	1	5	4	5	5	7	7	4	7	1	46	25
WASHABLE SERVICE APPAREL	67.8¢		9	8	11	22	12	8	8	2	3	83	39
COTTON WASH SUITS	63.5¢		2		8		1			1	1	13	7
WOMEN'S UNDERGARMENTS	46.0¢		17	16	5	1	2	1				43	23
TOTAL	65.6¢	52	461	337	300	304	426	228	140	82	132	2,462	741
TOTAL (Excluding Sheep Lined & Leather)	64.1¢	49	452	328	292	295	335	153	114	71	118	2,207	696
Percentage Distribution		2.3	20.4	14.9	13.2	13.3	15.2	6.9	5.2	3.3	5.3	100.0	

TOTAL U. S. - DISTRIBUTION OF WEEKLY WAGES OF 2,462 CUTTERS IN 741 PLANTS, MARCH 1934.

PRODUCTS	Average Weekly Wages	$7.00 or under	$8- 9	$10- 11	$12- 13	$13- 15	$16- 17	$18- 19	$20- 21	$22- 23	$24- 25	$26- 27	$28- 35	$36- 45	$46- 59	$60 or over	Total No. of Cutters	Total No. Plants
SHIRTS	$24.02	8	10	14	59	40	29	32	41	31	68	27	114	32	23	6	534	133
BOYS' BLOUSES	23.74		2		2		4	3	6	3	2	4	4	2	2		34	10
MEN'S PAJAMAS	27.20					3			3	4	2	2	3	2	3	2	24	11
WORK CLOTHES	21.90	12	28	13	61	42	35	32	41	38	55	24	106	29	8	2	526	164
WORK SHIRTS	21.62	2	2	6	13	26	12	18	15	8	6	8	26	11	3		156	44
SHEEP LINED & LEATHER	24.87	20	5	10	10	6	21	20	14	16	20	9	100	22	2	2	277	46
PANTS	23.86	4	10	6	18	6	23	11	12	8	22	6	35	14	12		187	72
WASH DRESSES	24.48	15	22	5	28	58	43	38	25	25	78	26	89	56	14	8	530	164
OILED COTTON GARMENTS	26.86					1	2	2	1	2	5	1	4	2	1		21	7
NURSES' & MAIDS' UNIFORMS	26.43	2	2	2	2		3	2	4	3	3	3	8	9	2		45	25
WASHABLE SERVICE APPAREL	27.00	1		2	3	4	2	2	8	5	12	8	20	11		1	79	40
WOMEN'S UNDERGARMENTS	22.54	2	2	2	1	3	3	2	3	6	4		8	2	1		39	25
TOTAL	$24.69	66	83	60	197	189	177	162	173	149	277	118	517	192	71	21	2,462	741
TOTAL (Excluding Sheep Lined & Leather)	24.67	46	78	50	187	183	156	142	159	133	257	109	417	170	69	19	2,185	695
Percentage Distribution		2.1	3.6	2.3	8.6	8.4	7.2	6.5	7.3	6.1	11.8	5.0	19.2	7.8	3.2	0.9	100%	

TABLE 10

WEEKLY WAGES, WEEKLY HOURS, AND HOURLY EARNINGS OF EMPLOYEES IN FEBRUARY, 1934 WHO RECEIVED ABOVE $13 PER WEEK IN FEBRUARY, 1933

(Sample drawn from 672 Plants)

PLANT AVERAGES

CUTTERS

Actual Weekly Wages February, 1933	Weekly Wages 1933 - 1934		Weekly Hours 1933 - 1934		Hourly Earnings 1933 - 1934	
$13 - 14	$13.65	$20.43	41.0	39.8	34.0¢	51.0¢
15 - 19	17.10	20.32	46.0	35.8	37.7	57.0
20 - 24	21.76	20.54	47.7	35.6	45.6	57.5
25 - 29	26.54	24.00	45.3	39.0	58.4	61.2
30 - 34	31.21	25.43	46.7	37.3	66.9	68.2
35 - 39	37.43	25.00	46.4	31.1	80.5	80.3
40 - over	45.54	43.65	48.3	39.9	94.0	109.2

OPERATORS

$13 - 14	$13.21	13.32	40.0	35.3¢	32.3¢	37.6¢
15 - over	16.88	13.20	43.7	31.9	36.7	41.3

NON-MANUFACTURING EMPLOYEES

$13 - 14	$13.72	14.90	45.2	38.6	30.4¢	38.6¢
15 - 19	16.18	17.75	47.1	42.0	34.4	42.3
20 - 24	21.76	19.49	44.8	40.0	48.5	48.8
25 - 35	29.11	19.12	48.1	40.2	60.5	47.6

OFFICE EMPLOYEES

$13 - 14	$13.86	15.85	44.3	43.0	31.3¢	36.8¢
15 - 19	16.43	17.25	41.2	38.4	39.9	44.9
20 - 24	20.93	20.53	47.1	39.4	44.5	52.1
25 - 35	27.41	22.23	43.2	38.7	63.5	57.2

(In Southern plants the lowest wage class selected was $12 - $14.)

TABLE 11

CHANGES IN MACHINE CAPACITY, EMPLOYMENT AND PAYROLLS IN 830 PLANTS

1929 - 1933 - 1934

	July 1, 1929	March 1, 1933	July 1, 1933	March 24, 1934
No. of Sewing Machines	94,893	107,899	110,906	114,552
Change since 1929		+ 13.7%	+ 16.9%	+ 20.7%
No. of Sewing Machines actually in operation	72,880	71,199	81,738	79,419
% Capacity	76.9	66.0	73.7	69.3
Total No. of Employees	97,139	94,432	110,272	106,390
Change since 1929		-2.8%	+ 13.5%	+ 9.5%
Total Weekly Payroll	$1,305,271	$841,426	$1,075,528	$1,428,934
Average Weekly Wages	$13.44	$8.91	$9.75	$13.43
Total Machine Hours	3,393,998	3,125,721	3,679,486	3,013,452
Average Hours worked per week	47.0	44.0	45.1	37.9
Total Man Hours	4,526,795	4,147,314	4,978,521	4,033,718
Average Hourly Earnings	28.8¢	20.3¢	22.1¢	33.4

TABLE 12

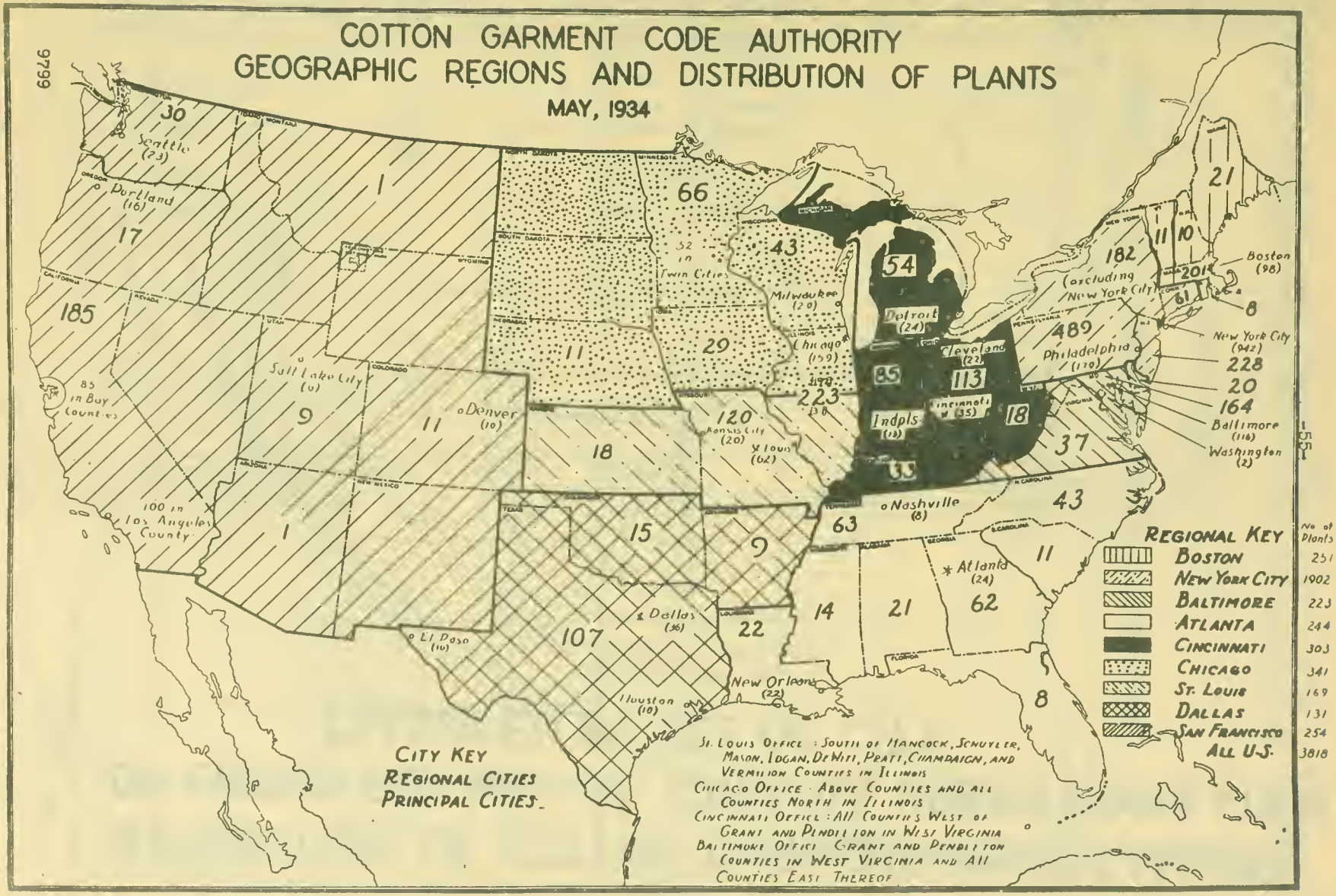
MACHINE CAPACITY, EMPLOYMENT AND PAYROLLS - MARCH 24, 1934.

	U.S. 1228 Plants	NORTH 968 Plants	SOUTH 260 Plants
No. of Sewing Machines	150,505	111,359	39,146
No. of Sewing Machines actually in operation	103,690	74,432	29,258
% Capacity	68.9%	66.8%	74.7%
Total No. of Employees	138,558	101,274	37,284
Total Weekly payroll	$1,852,239	$1,398,182	$454,057
Average Weekly Wages	$13.36	$13.81	$12.18
Machine Hours	3,911,516	2,798,957	1,112,559
Average Hours worked per week	37.8	37.6	38.0
Man Hours	5,244,267	3,829,825	1,414,442
Average hourly earnings	35.3¢	36.5¢	32.1¢

1,111 Plants reporting for both March 1, 1933 and March 24, 1934 and registered an increase of 13.0% in number of Employees.

875 Plants in the North reported an increase of 15.3%.

236 Plants in the South reported an increase of 7.0%.



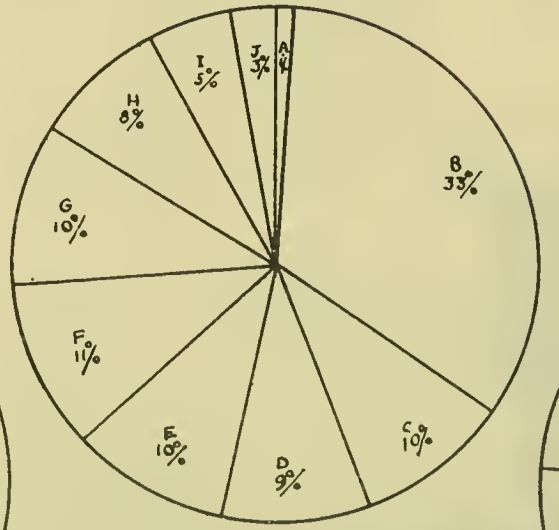
Statistical Division
Cotton Garment Code Authority
May 15, 1934

CHART 2

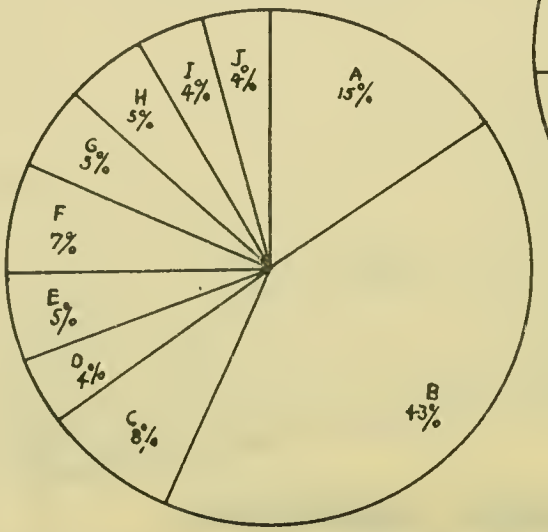
DISTRIBUTION OF COTTON GARMENT PLANTS, NUMBER OF EMPLOYEES, AND OF TOTAL U.S. URBAN POPULATION CLASSIFIED BY SIZE OF CITY

9799

DISTRIBUTION OF COTTON GARMENT EMPLOYEES



LOCATION OF COTTON GARMENT PLANTS



Sources:
Preliminary and Payroll Reports.
and 1930 Census of Population

KEY TO CITIES

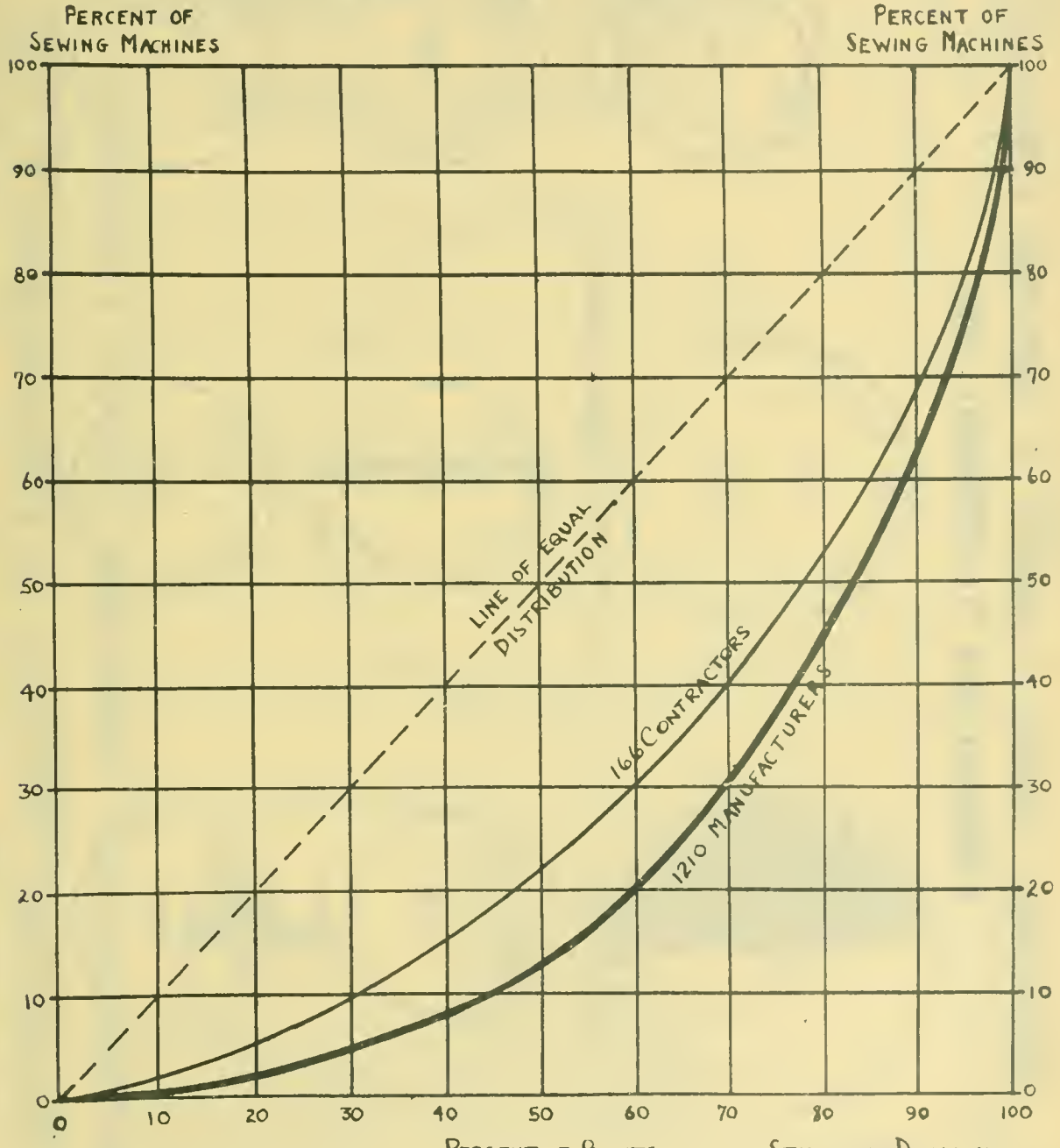
A	New York City			
B	Over	250,000		
C	100,000	to	250,000	
D	50,000	to	100,000	
E	25,000	to	50,000	
F	10,000	to	25,000	
G	5,000	to	10,000	
H	2,500	to	5,000	
I	1,000	to	2,500	
J	Under	1,000		

DISTRIBUTION OF URBAN POPULATION

Statistical Division
Cotton Garment Code Authority
May 10, 1934

PERCENTAGE DISTRIBUTION OF 147,344 SEWING MACHINES

RANGED ACCORDING TO SIZE OF 1376 PLANTS



Source: Preliminary Reports

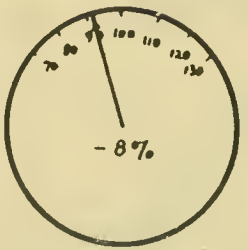
STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
JUNE 8, 1934.

9799

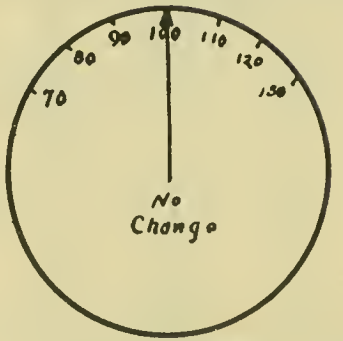
Chart 4

PERCENTAGE CHANGES IN NUMBER OF EMPLOYEES FOR 672 PLANTS FEBRUARY, 1933 TO FEBRUARY, 1934

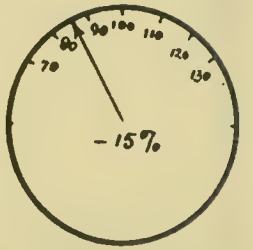
6646



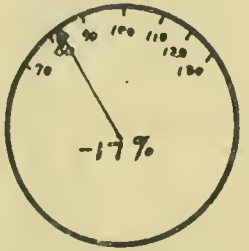
SHIRTS



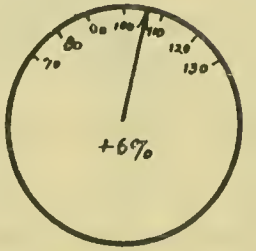
ENTIRE COTTON GARMENT INDUSTRY



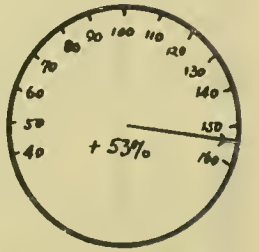
BLOUSE



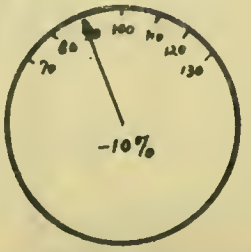
PAJAMAS



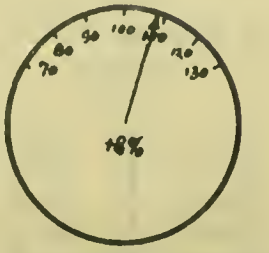
OVERALLS



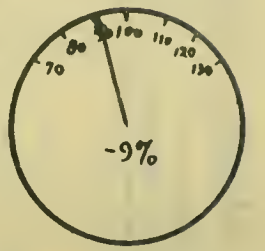
WORK SHIRTS



SHEEP LINED AND LEATHERGARMENTS



PANTS



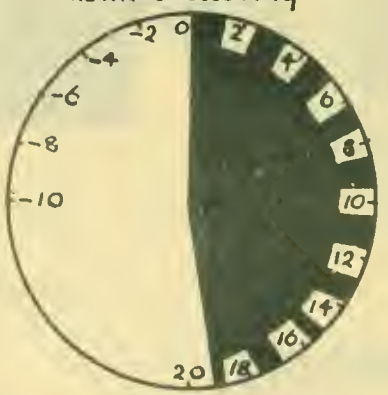
WASH DRESS

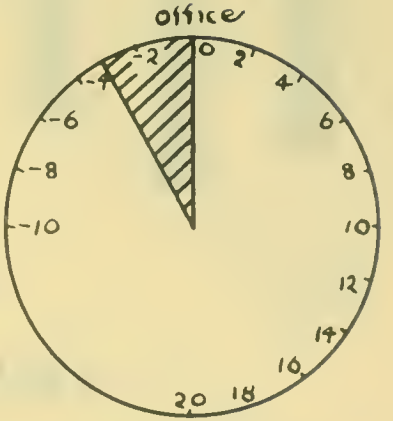
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

PERCENTAGE CHANGES IN EMPLOYMENT IN 672 COTTON GARMENT PLANTS, FEBRUARY, 1933 TO FEBRUARY, 1934

6946





Source Payroll and Production Reports

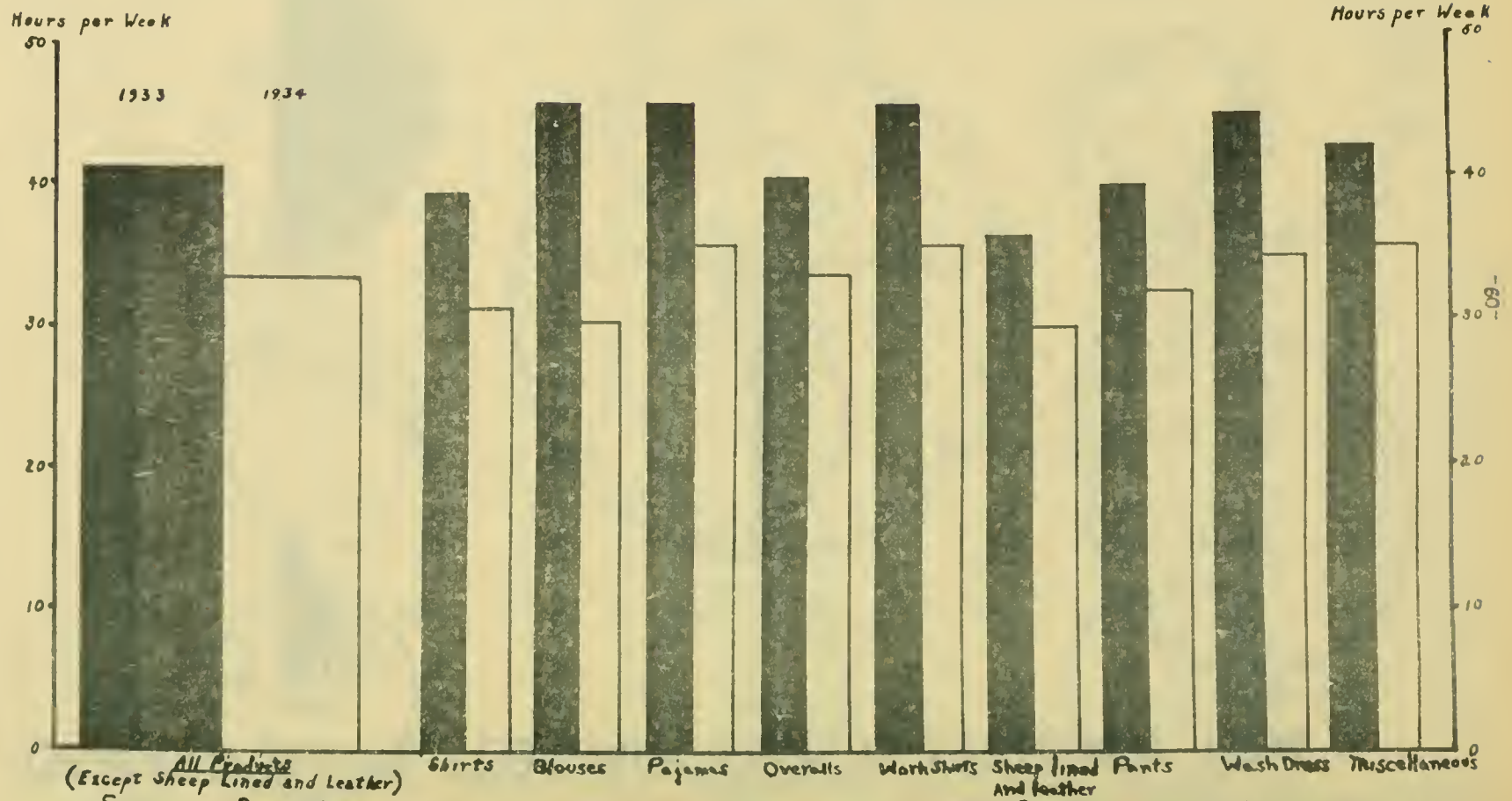
Statistical Division
Cotton Garment Code Authority
May 31, 1934

Chart 6

AVERAGE WEEKLY HOURS IN 672 COTTON GARMENT PLANTS

FEBRUARY, 1933 AND FEBRUARY, 1934

6646



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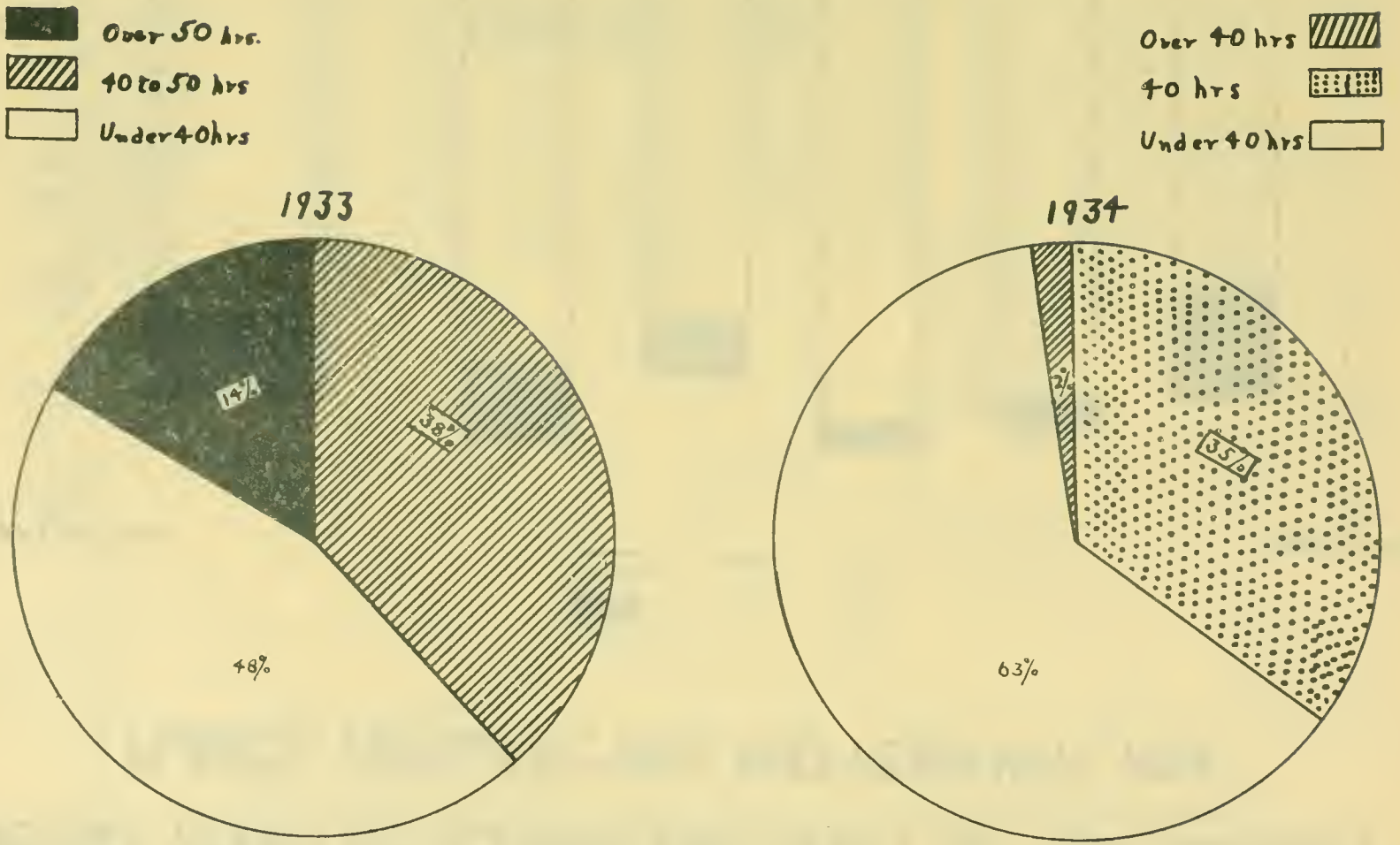
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

CHART 7

DISTRIBUTION OF WEEKLY HOURS IN 672 COTTON GARMENT PLANTS. FEBRUARY 1933 AND FEBRUARY 1934.

6646



Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 1, 1934.

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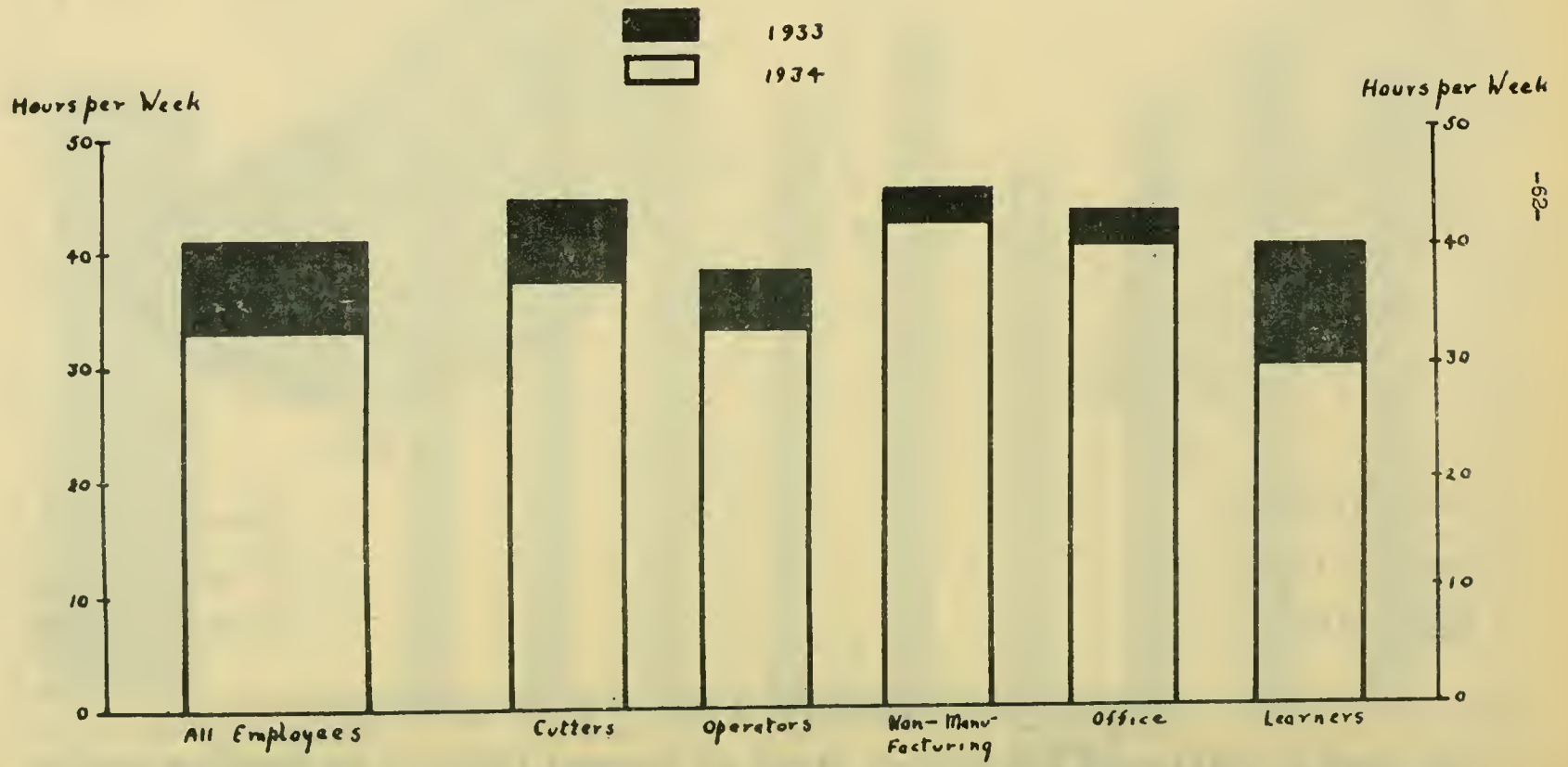
Chart 8

WEEKLY HOURS BY OCCUPATIONS IN 672 COTTON GARMENT PLANTS, FEBRUARY, 1933 AND FEBRUARY, 1934

6646



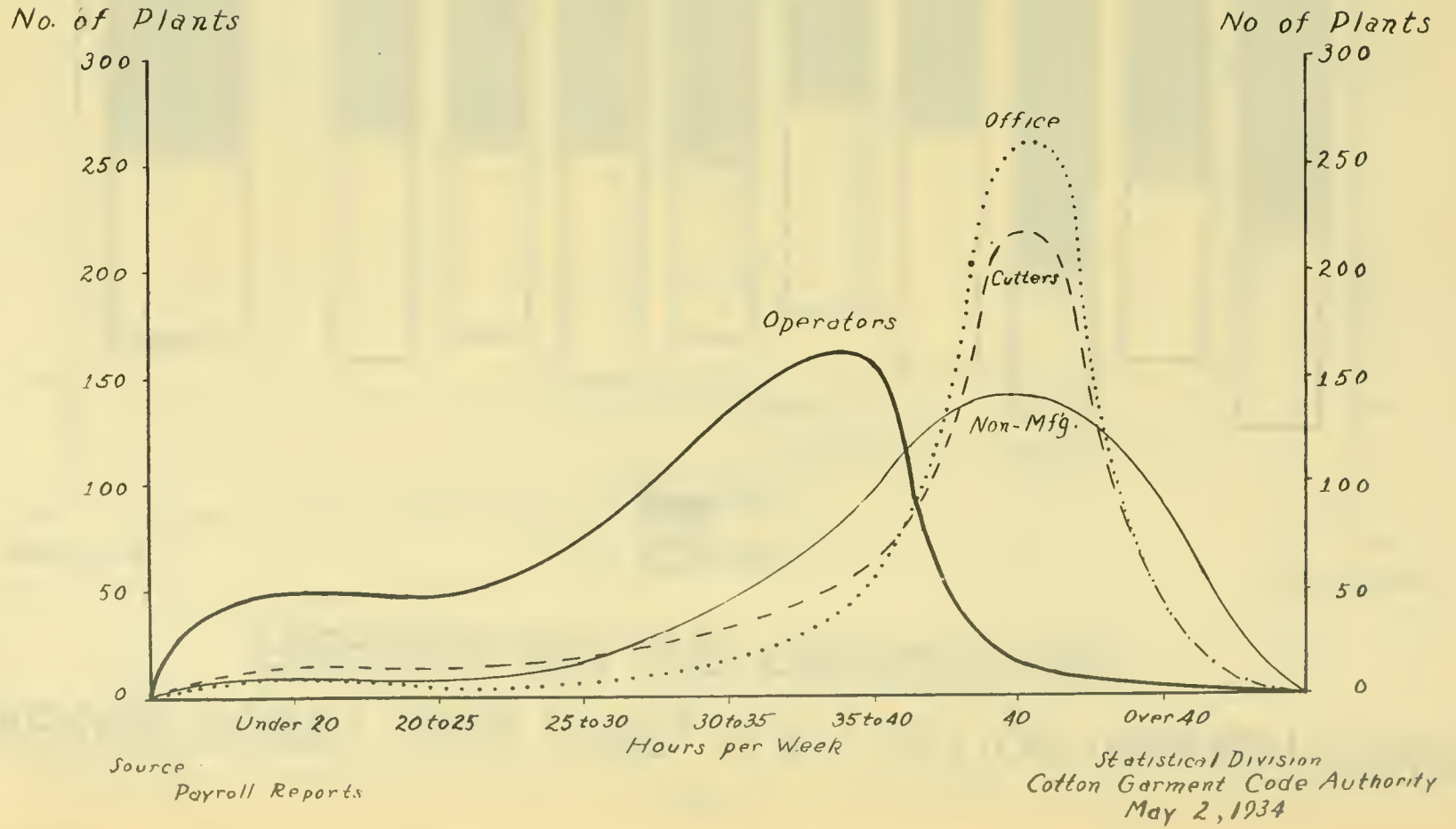
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

Chart 9

AVERAGE WEEKLY HOURS WORKED BY CUTTERS, OPERATORS, NON-MANUFACTURING, AND OFFICE EMPLOYEES IN 672 PLANTS FEBRUARY, 1934

6626



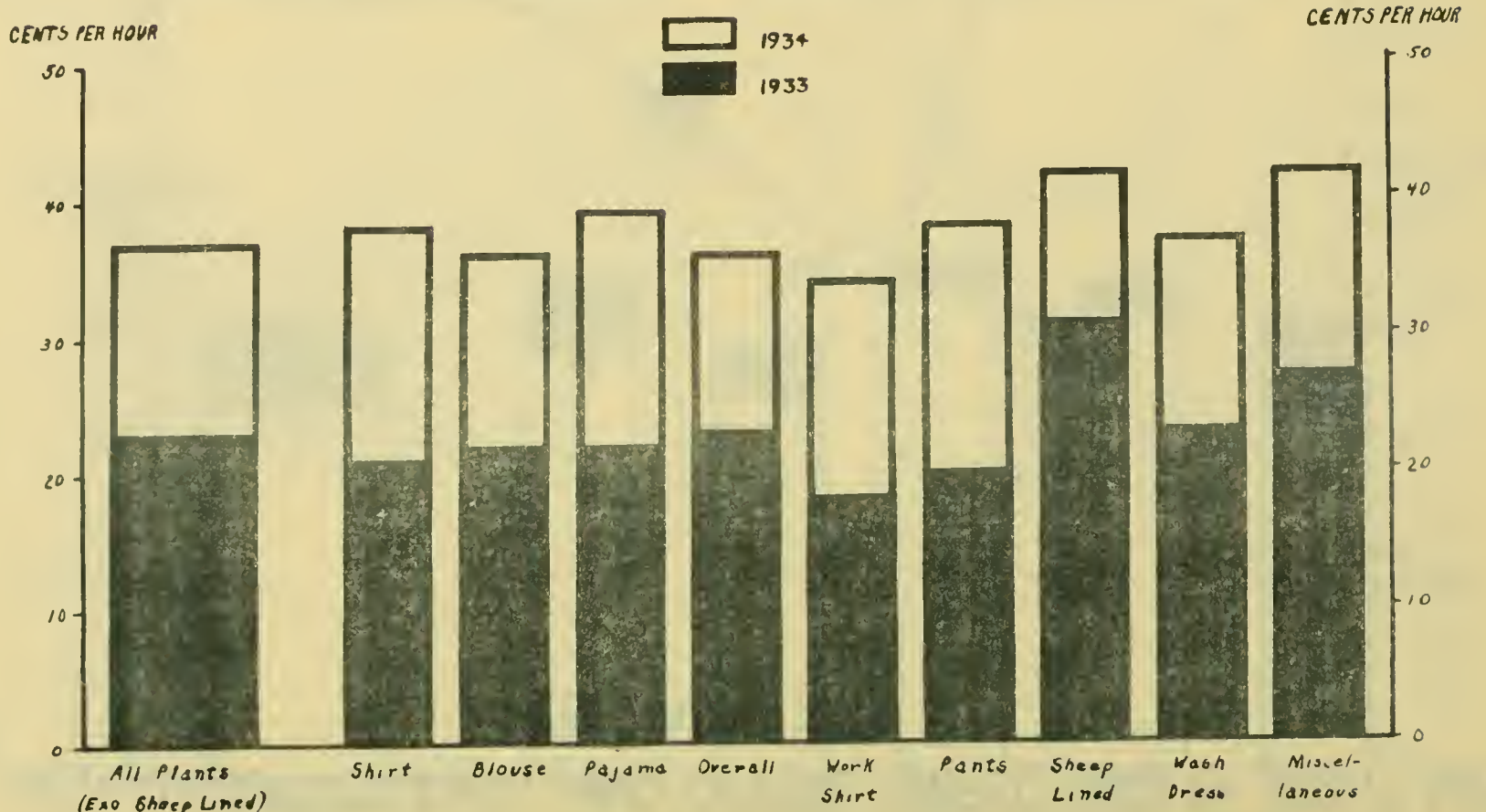
Source
Payroll Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

CHART 10

AVERAGE HOURLY WAGE RATES IN 672 COTTON GARMENT PLANTS FEBRUARY, 1933 AND FEBRUARY, 1934

9799



Source: Payroll and Production Reports

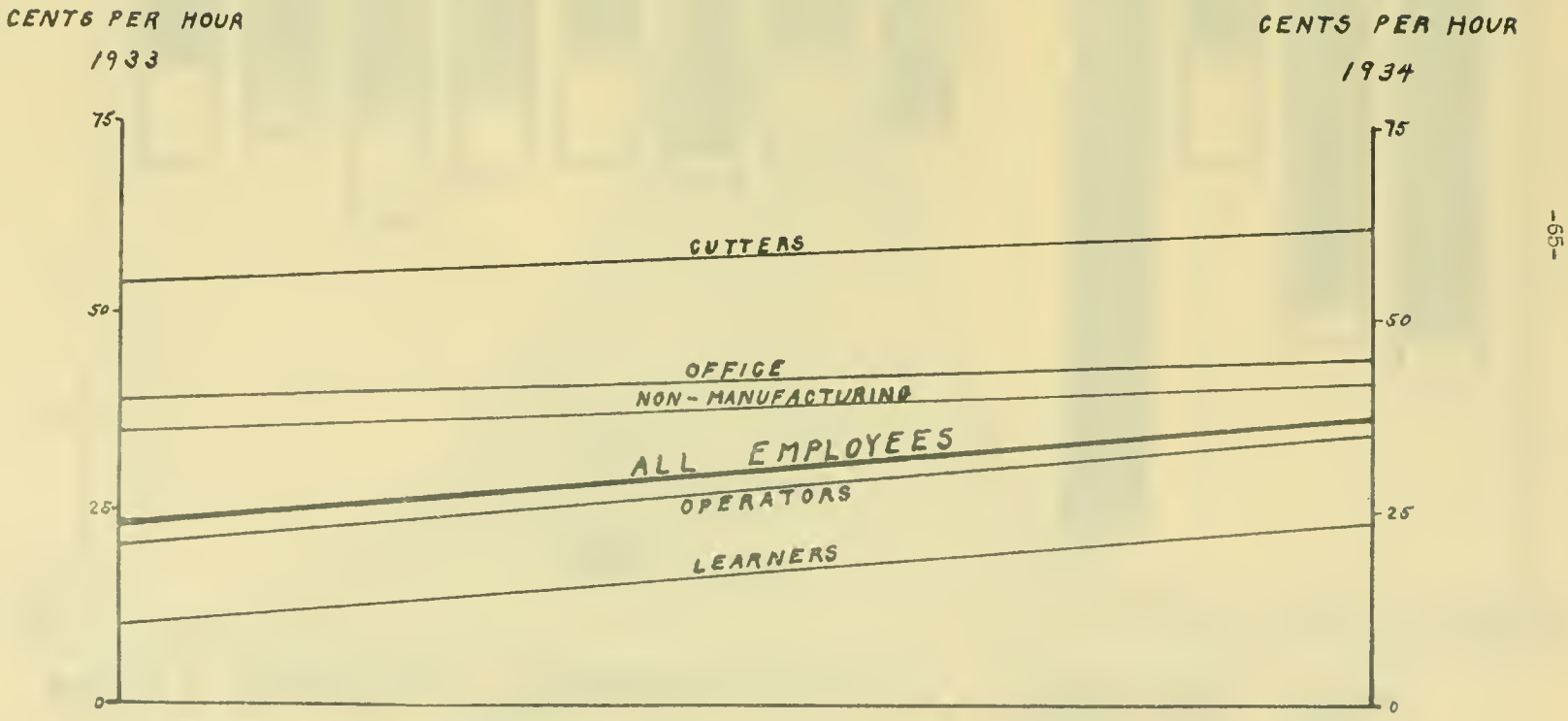
Statistical Division
Cotton Garment Code Authority
May 2, 1934

Chart II

HOURLY WAGE RATES BY OCCUPATIONS

FEBRUARY, 1933 AND FEBRUARY, 1934

672 PLANTS



Source: Payroll and Production Reports

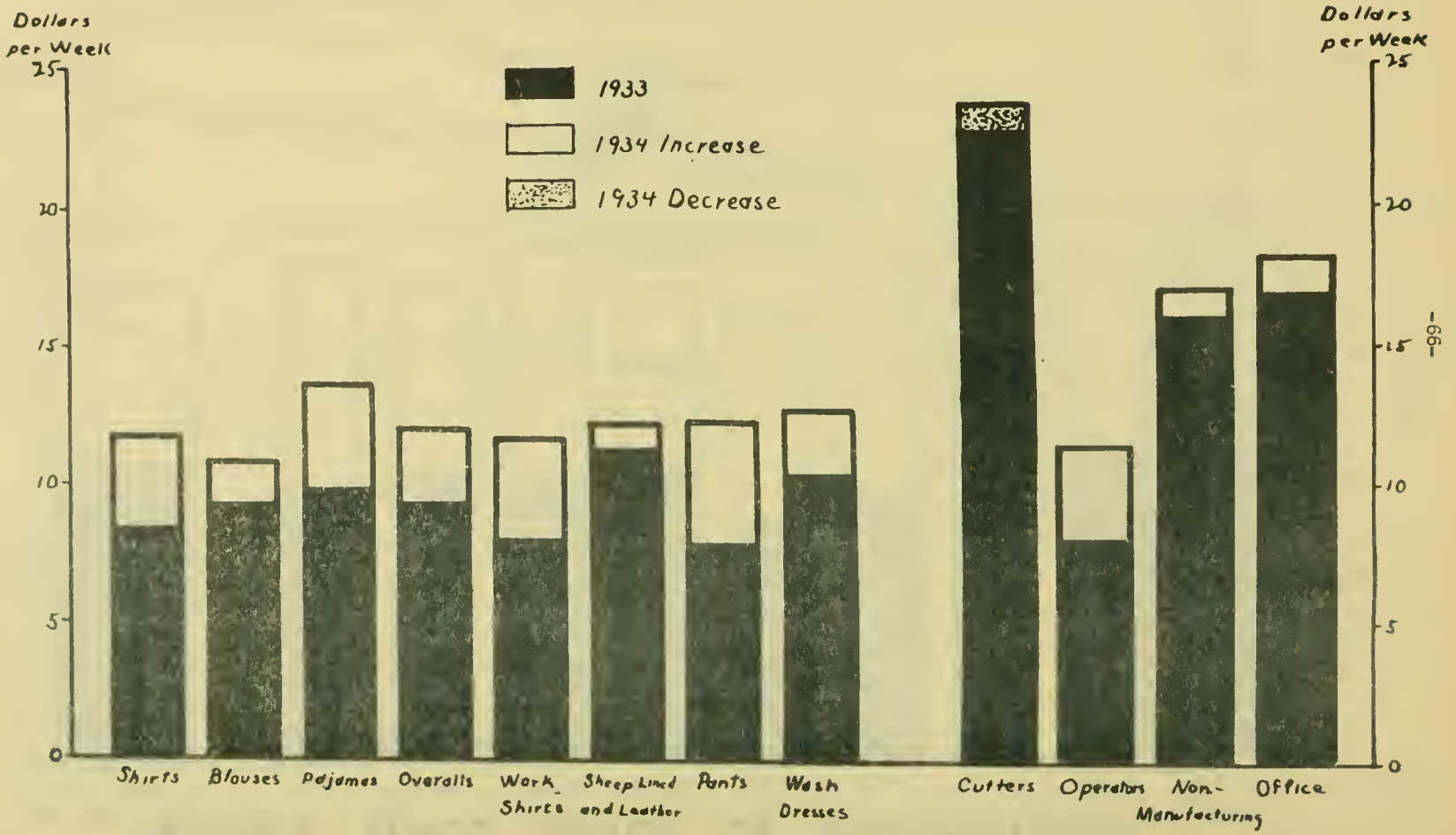
Statistical Division
Cotton Garment Code Authority
May 2, 1934

9799

Chart 12

CHANGES IN WEEKLY WAGES BY PRODUCT AND OCCUPATION IN 672 PLANTS, FEBRUARY, 1933 TO FEBRUARY, 1934

6626



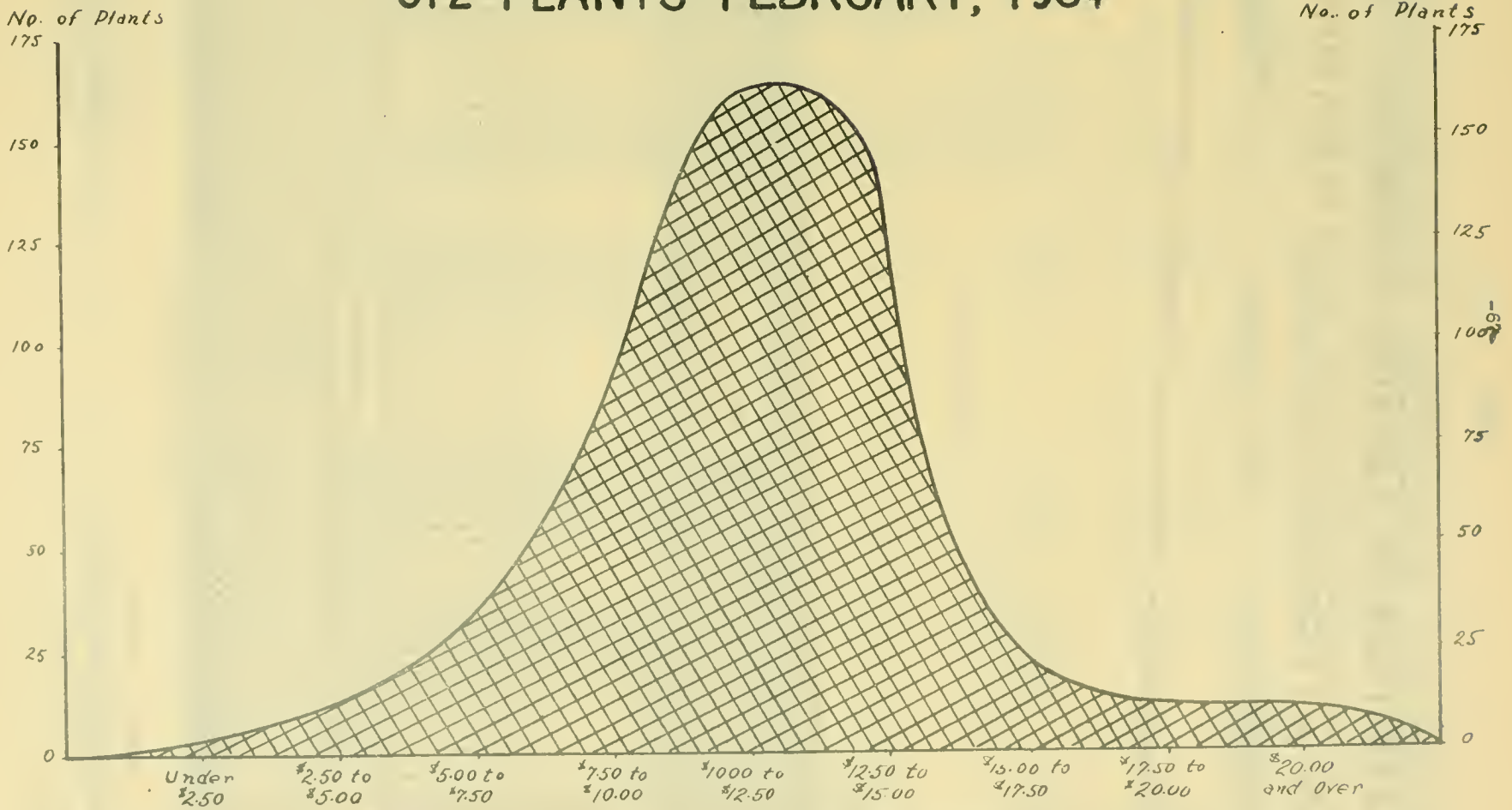
Source: Payroll and Production Reports

Statistical Division
Cotton Govment Code Authority
May 15 1934

CHART 13

6626

AVERAGE WEEKLY EARNINGS OF OPERATORS IN 672 PLANTS FEBRUARY, 1934

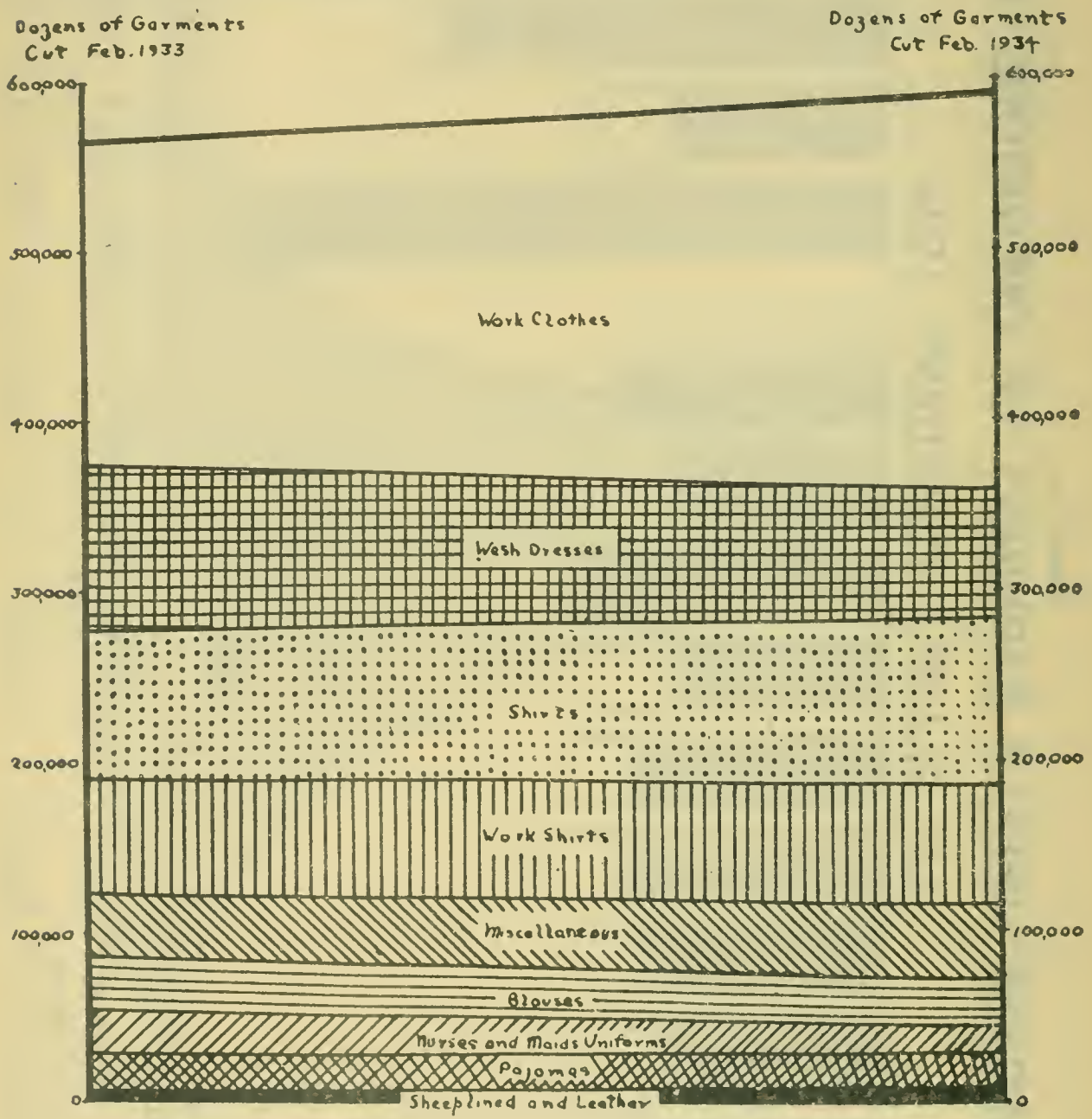


Source : Payroll Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

CHART 14

PRODUCTION OF COTTON GARMENTS IN 300 PLANTS, FEBRUARY, 1933 AND FEBRUARY, 1934



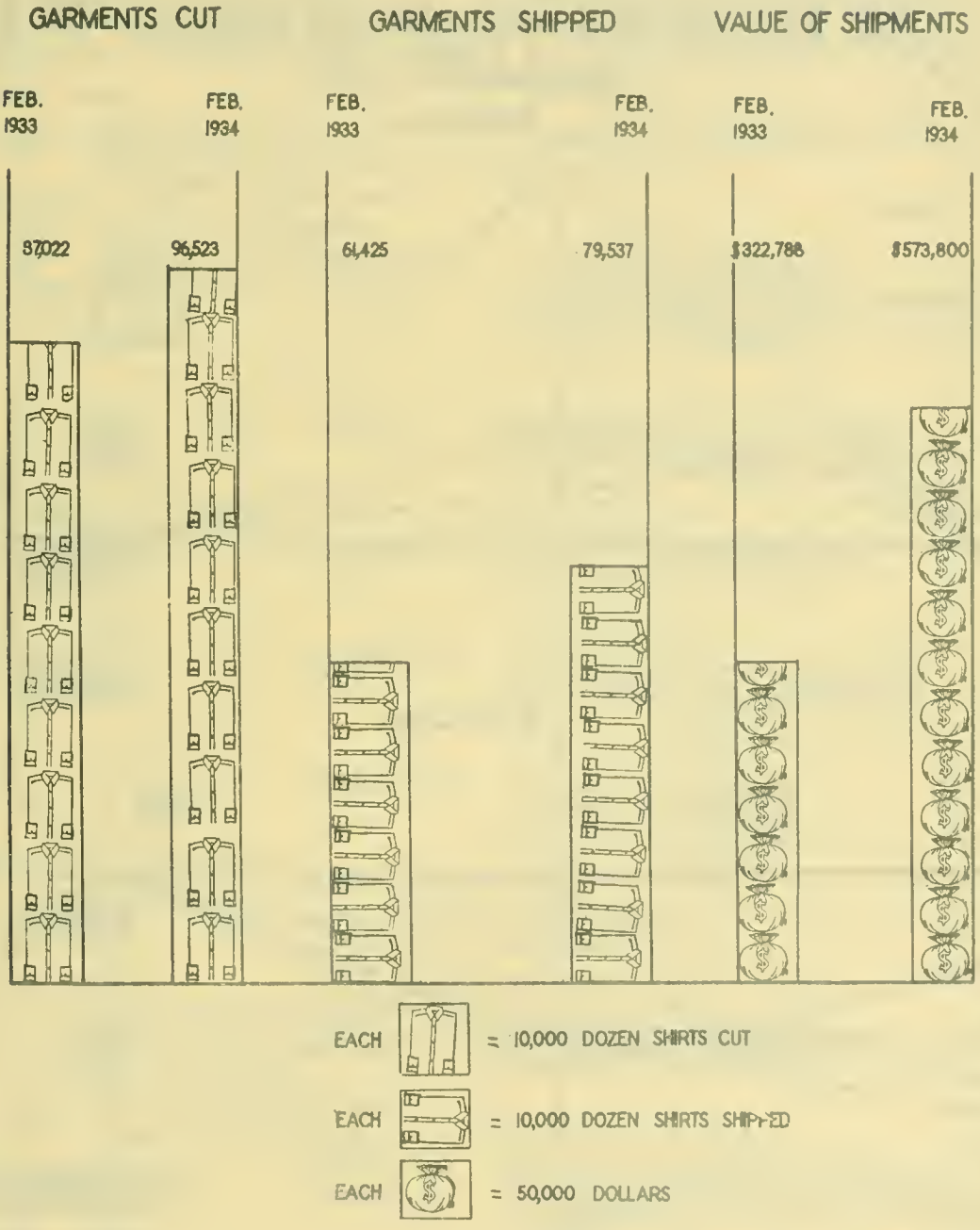
Source: Production Reports

Statistical Division
Cotton Garment Code Authority
May 15, 1934

9799

CHART 15

PRODUCTION, SHIPMENTS, AND VALUE REPORTED BY 52 SHIRT PLANTS IN FEBRUARY, 1933 AND FEBRUARY, 1934



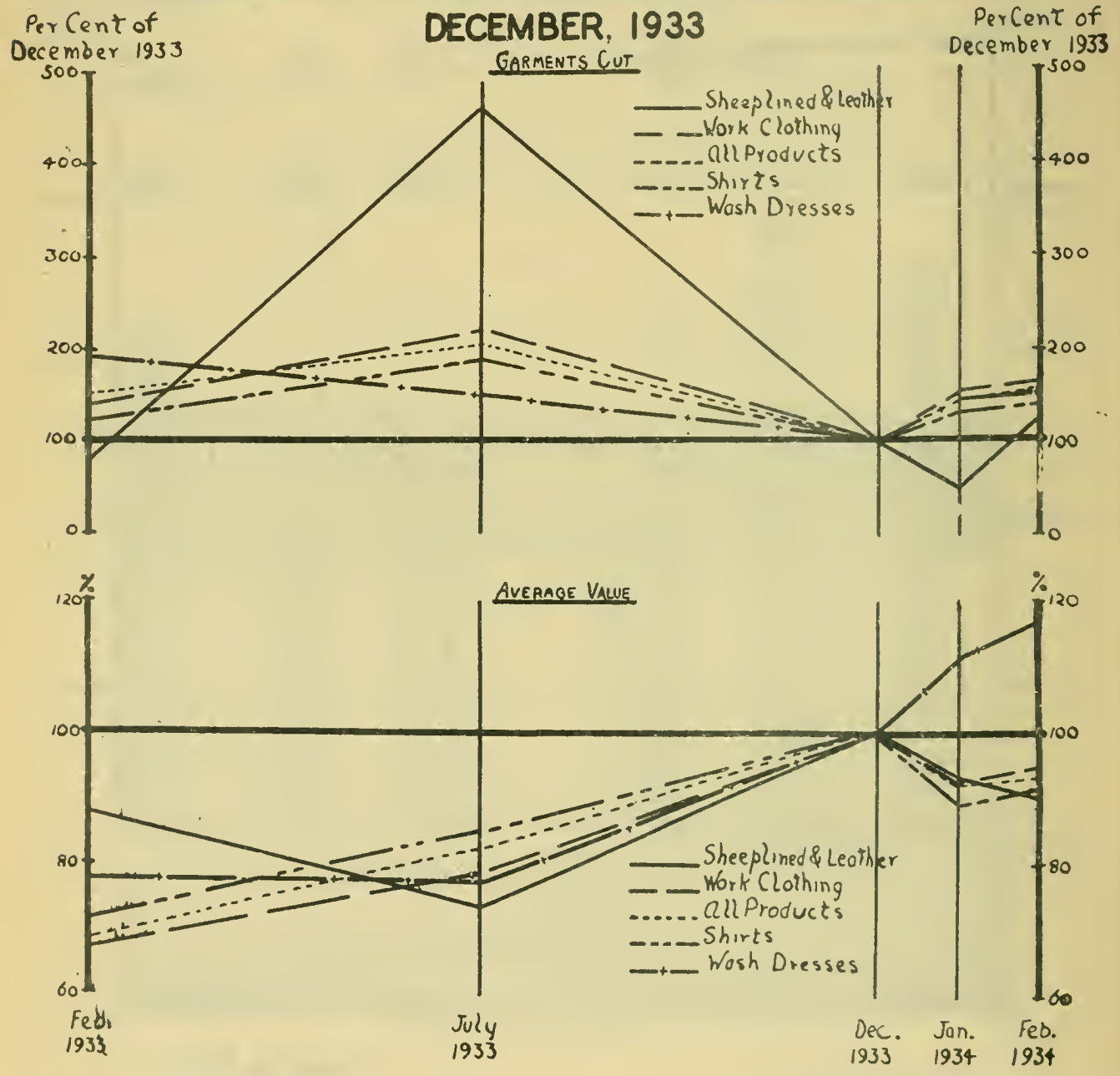
SOURCE: PRODUCTION REPORTS

STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
MAY 1 1934

9799

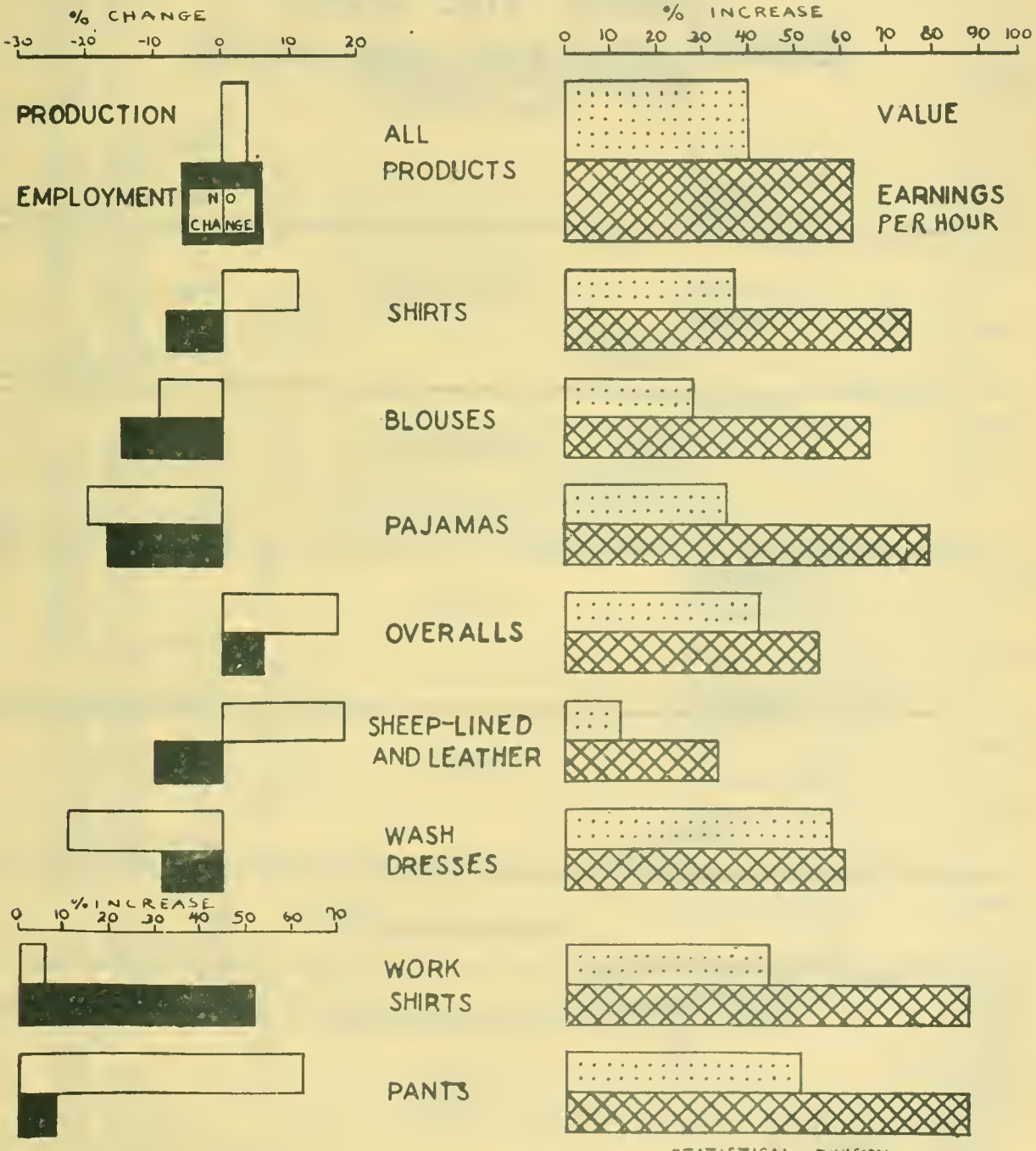
PERCENTAGE MONTHLY CHANGES IN PRODUCTION AND AVERAGE VALUE OF GARMENTS IN 226 PLANTS,

FEB., JULY., DEC. 1933 AND JAN., FEB., 1934 RELATIVE TO DECEMBER, 1933



Statistical Division
Cotton Garment Code Authority
June 5, 1934.

PERCENTAGE CHANGES IN PRODUCTION, EMPLOYMENT, HOURLY EARNINGS, AND AVERAGE VALUE OF GARMENTS IN 300 PLANTS, FEBRUARY, 1933 TO FEBRUARY, 1934



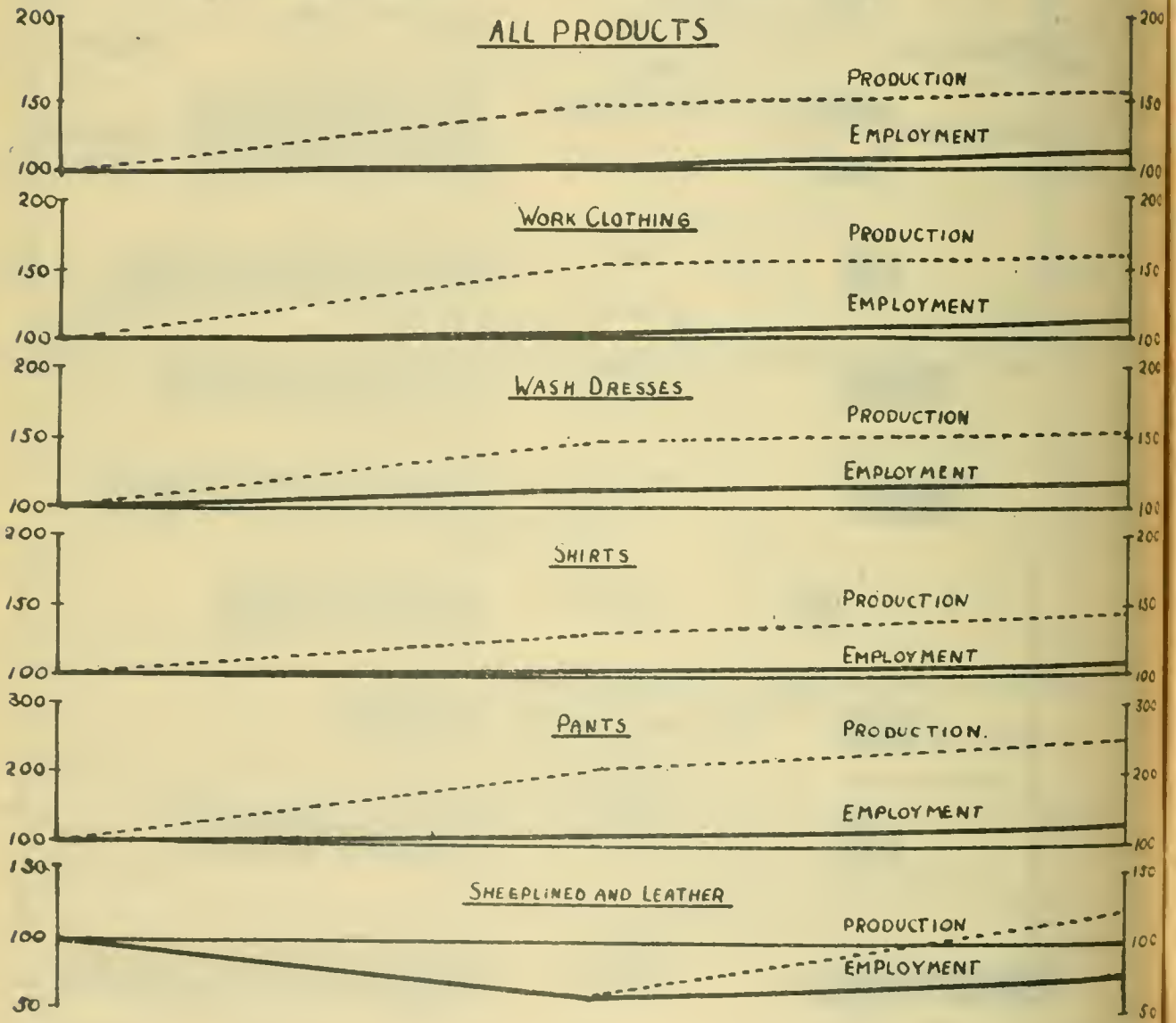
STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
JUNE 5, 1934

9799

CHART 18

PERCENTAGE CHANGES IN EMPLOYMENT AND PRODUCTION FOR 226 IDENTICAL PLANTS IN THE FIRST THREE MONTHS UNDER THE CODE

DECEMBER 1933 = 100 (BASE MONTH)



Source: Payroll and Production Reports

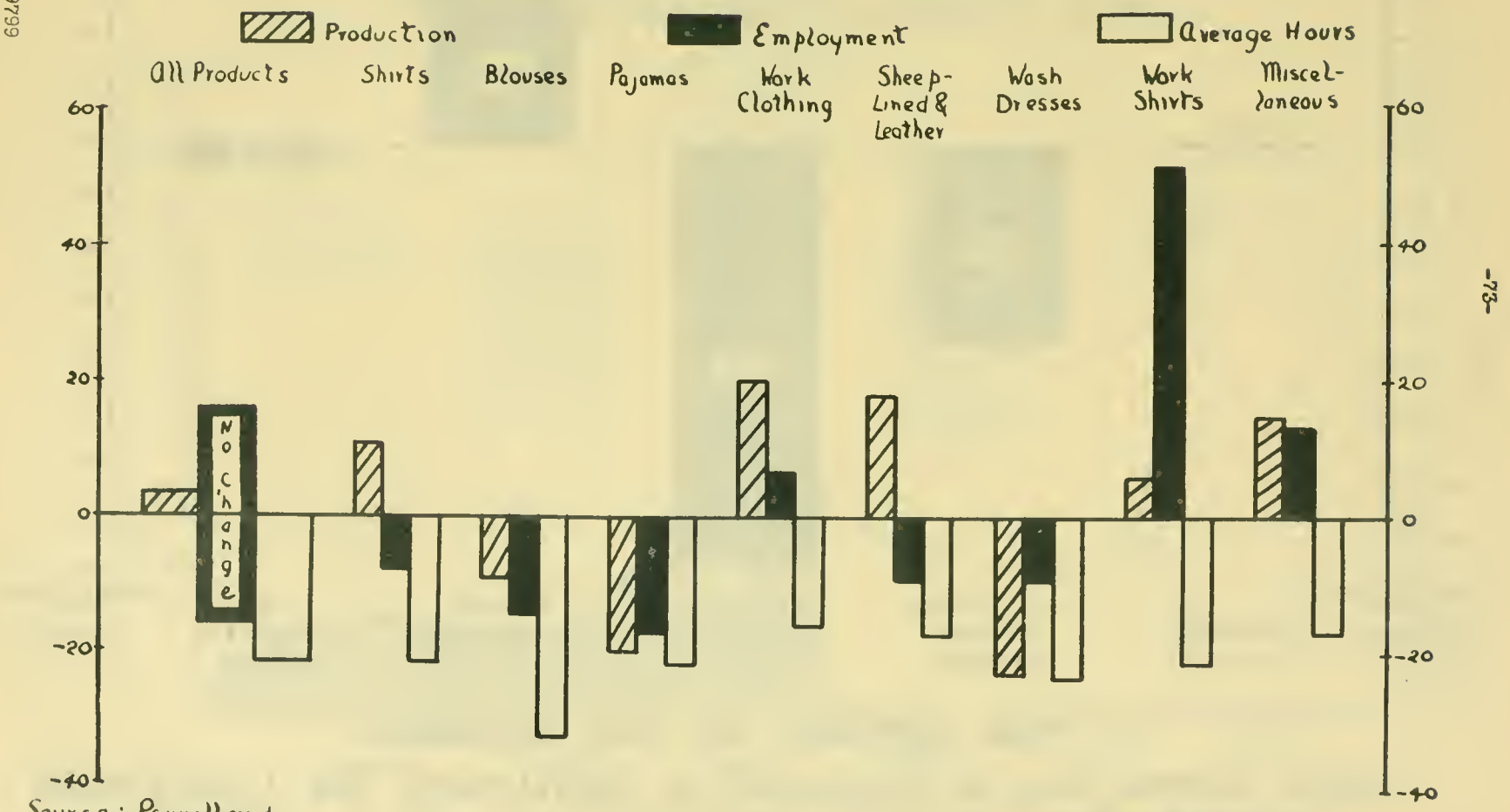
9799

Statistical Division
Cotton Garment Code Authority
June 1934

CHART 19

CHANGES IN PRODUCTION, EMPLOYMENT, AND AVERAGE HOURS WORKED IN 300 PLANTS CLASSIFIED BY PRODUCTS, FEBRUARY, 1933 TO FEBRUARY, 1934

6646



Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
June 1. 1934

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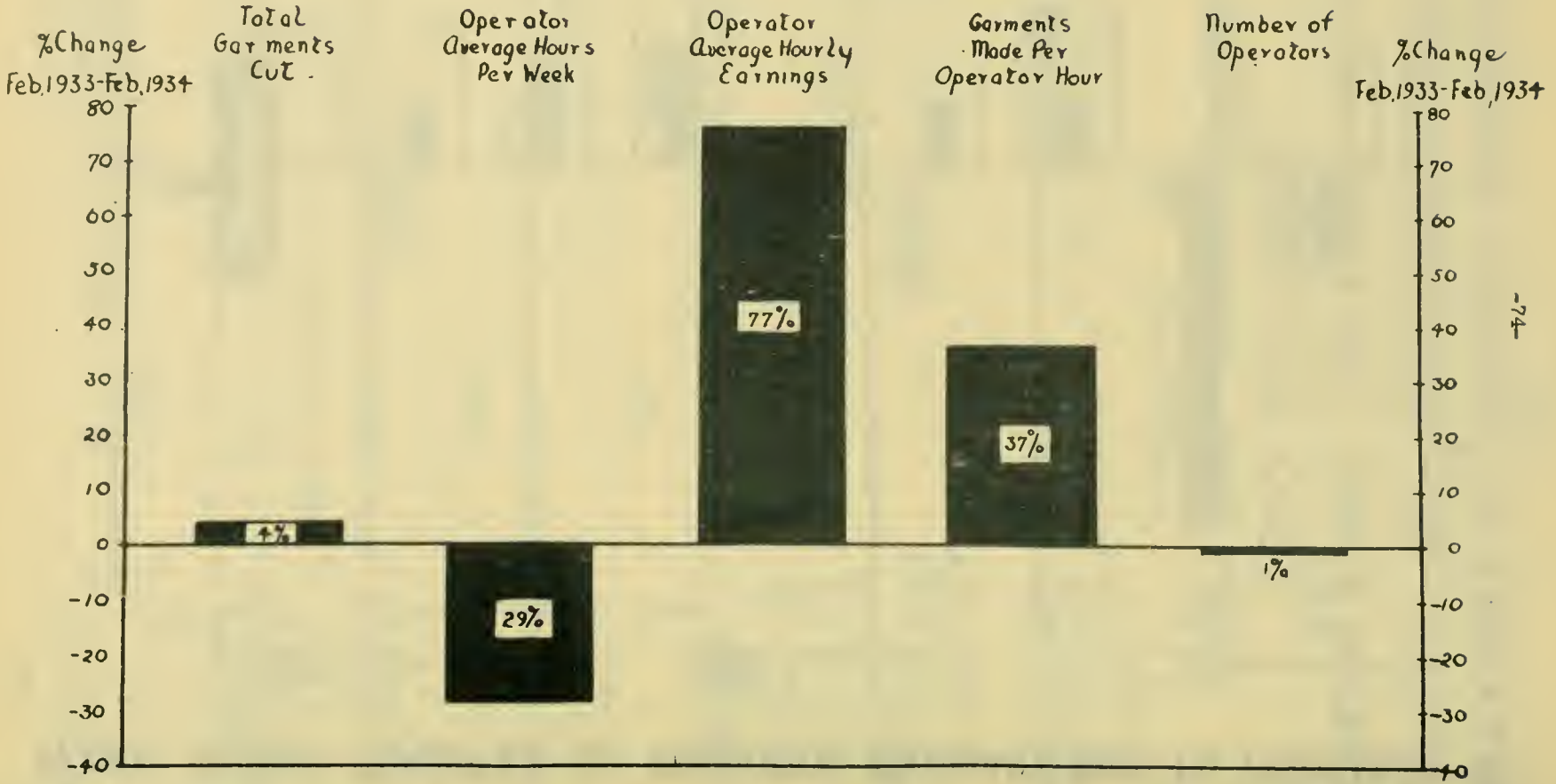
CHART 20

9799

CHANGES IN TOTAL GARMENTS CUT AND EARNINGS, HOURS, PRODUCTIVITY, AND EMPLOYMENT OF OPERATORS IN 300 PLANTS FROM FEBRUARY, 1933 TO FEBRUARY, 1934



Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 31, 1934

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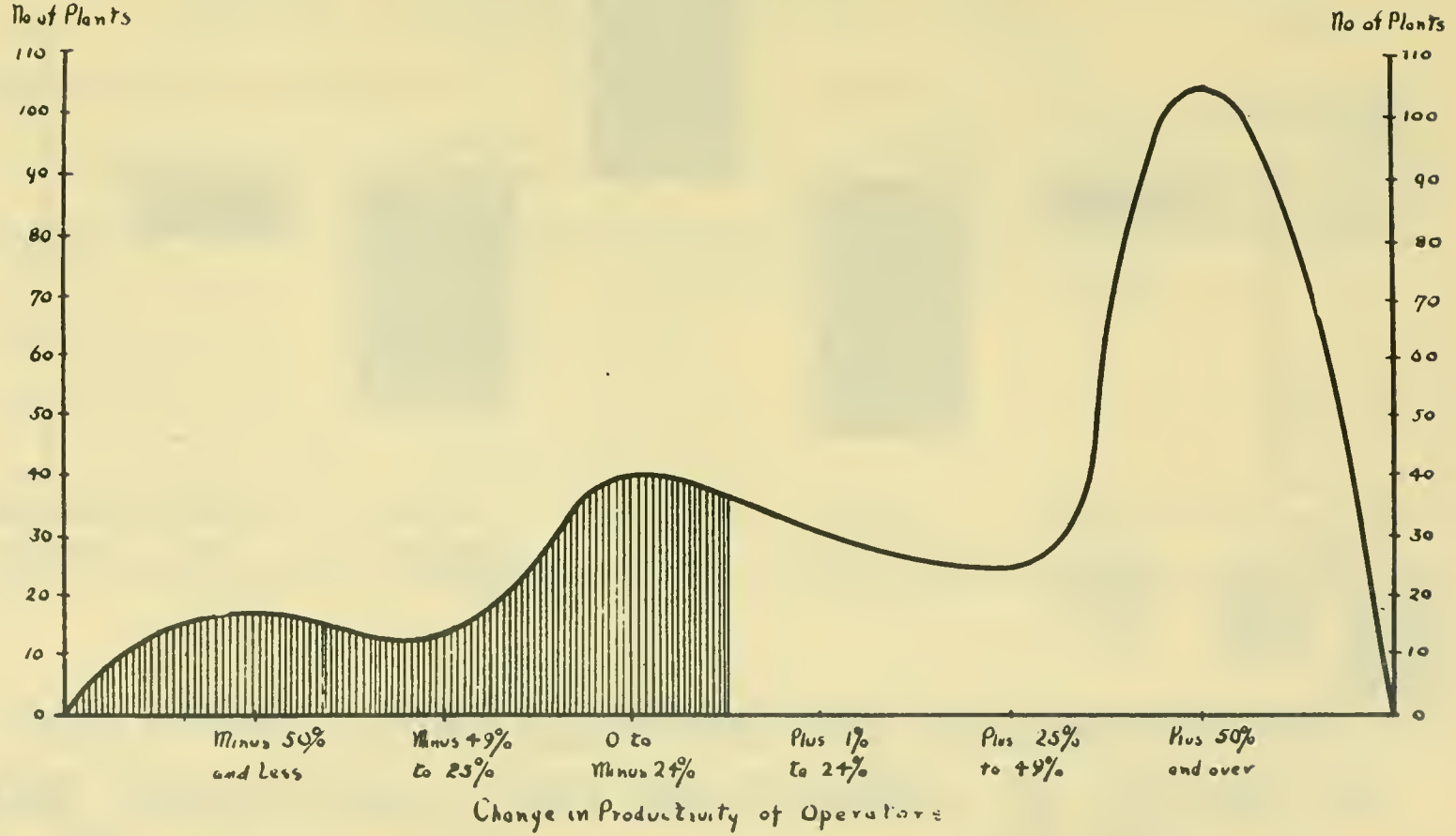
CHART 21

CHANGES IN DOZENS OF GARMENTS CUT PER HOUR IN 230 PLANTS

FROM FEBRUARY, 1933 TO JANUARY, 1934

6626

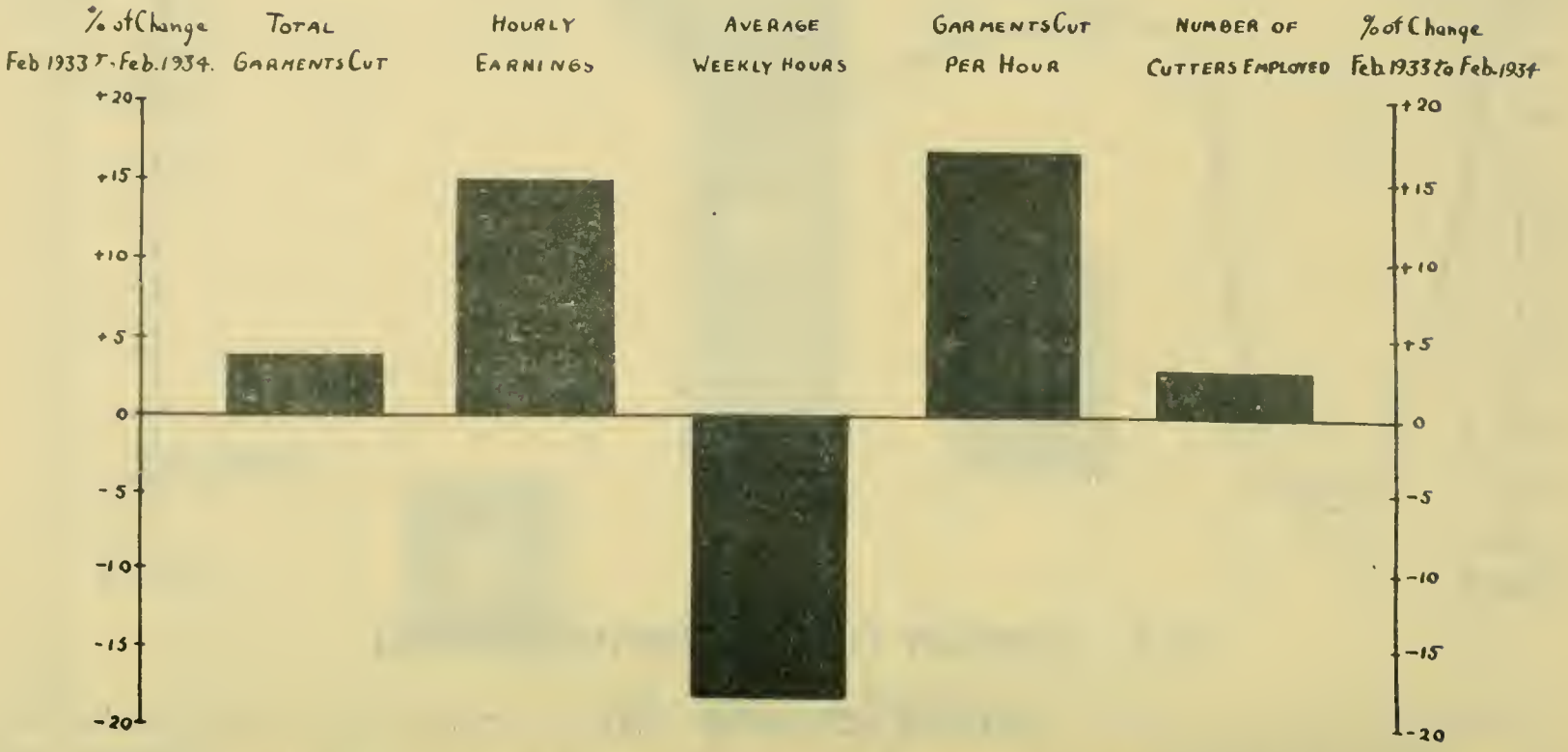


Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 1, 1934

CHART 22

CHANGES IN TOTAL GARMENTS CUT AND IN EARNINGS, HOURS, PRODUCTIVITY, AND EMPLOYMENT OF CUTTERS IN 300 PLANTS FROM FEBRUARY, 1933 TO FEBRUARY, 1934



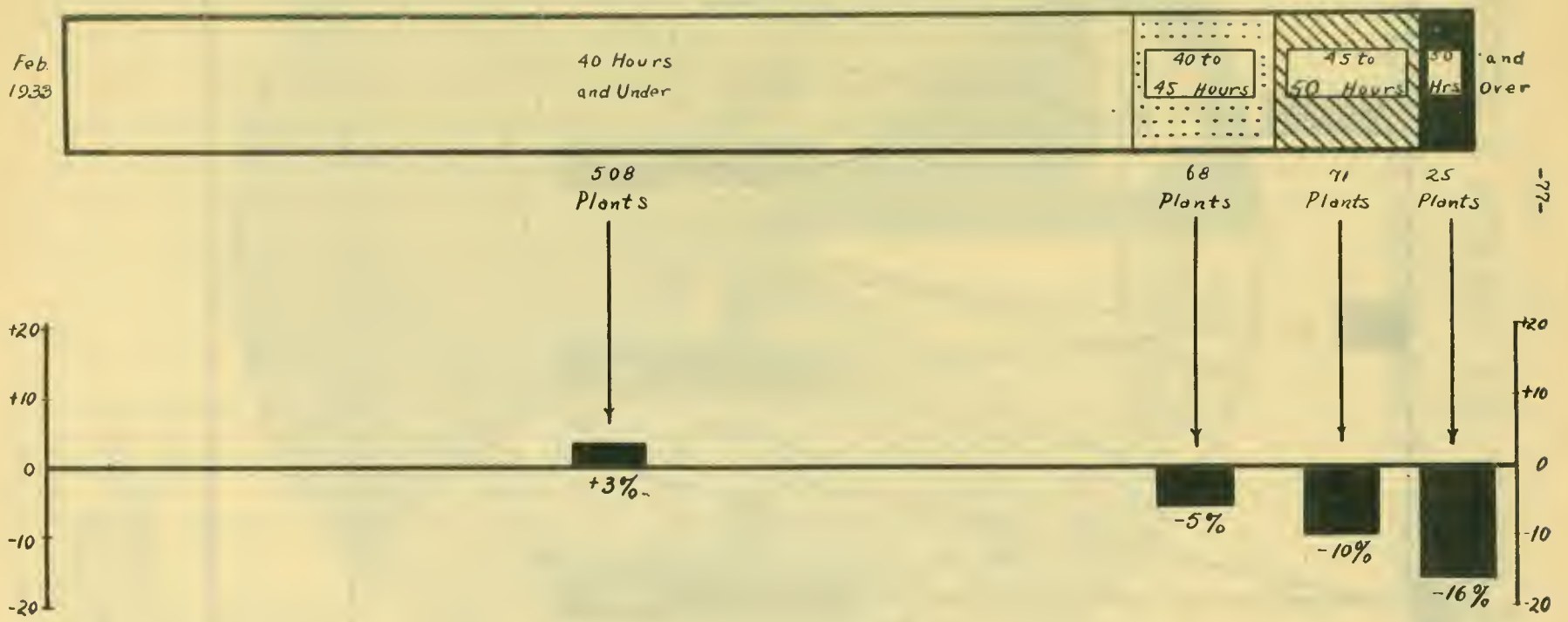
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 15 1934

Chart 23.

CHANGES IN EMPLOYMENT OF OPERATORS IN FEBRUARY, 1934 IN 672 COTTON GARMENT PLANTS CLASSIFIED BY AVERAGE HOURS WORKED IN FEBRUARY, 1933

9799

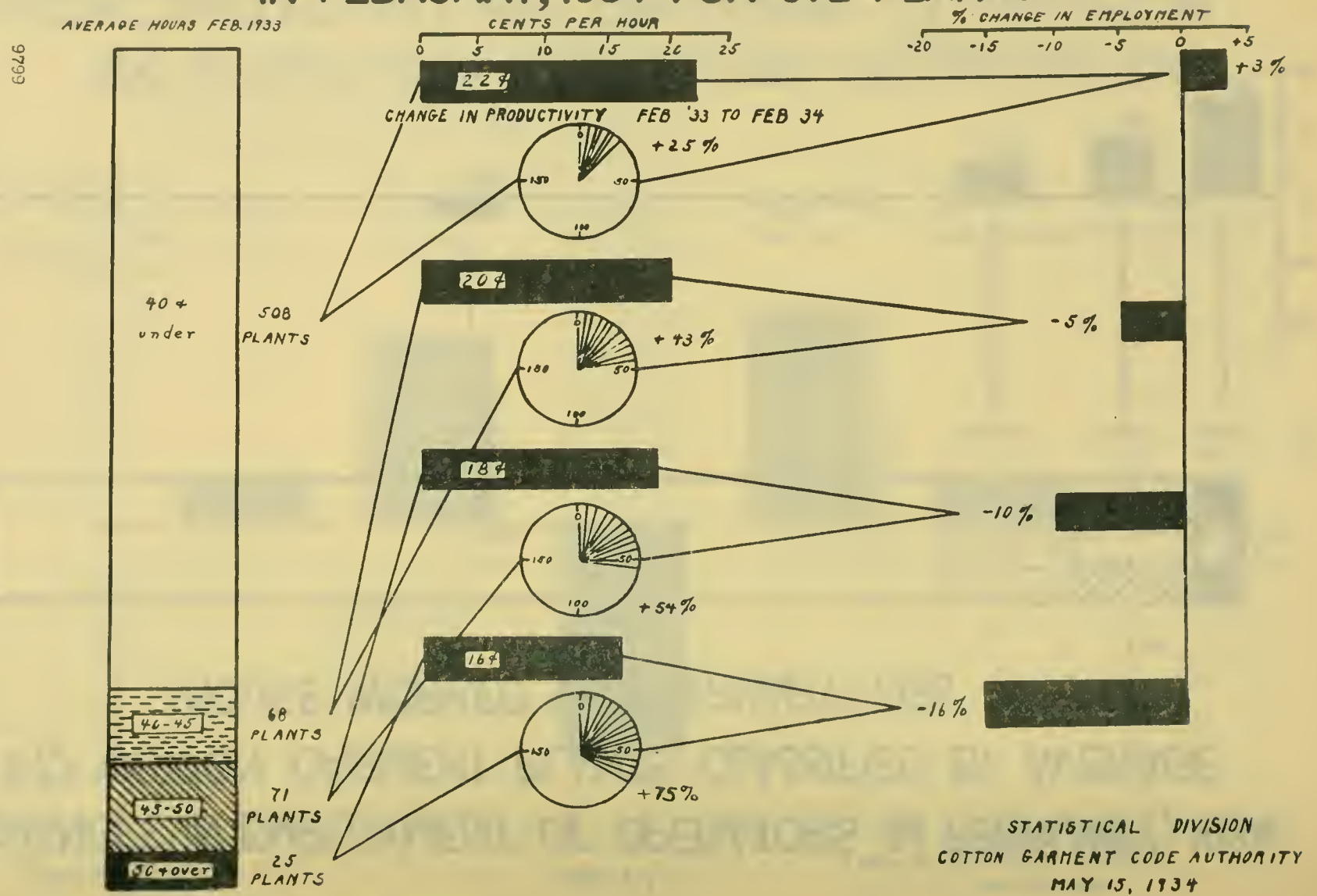


Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

CHART 24

CHANGES IN EMPLOYMENT AND PRODUCTIVITY OF OPERATORS IN FEBRUARY, 1934 FOR 672 PLANTS

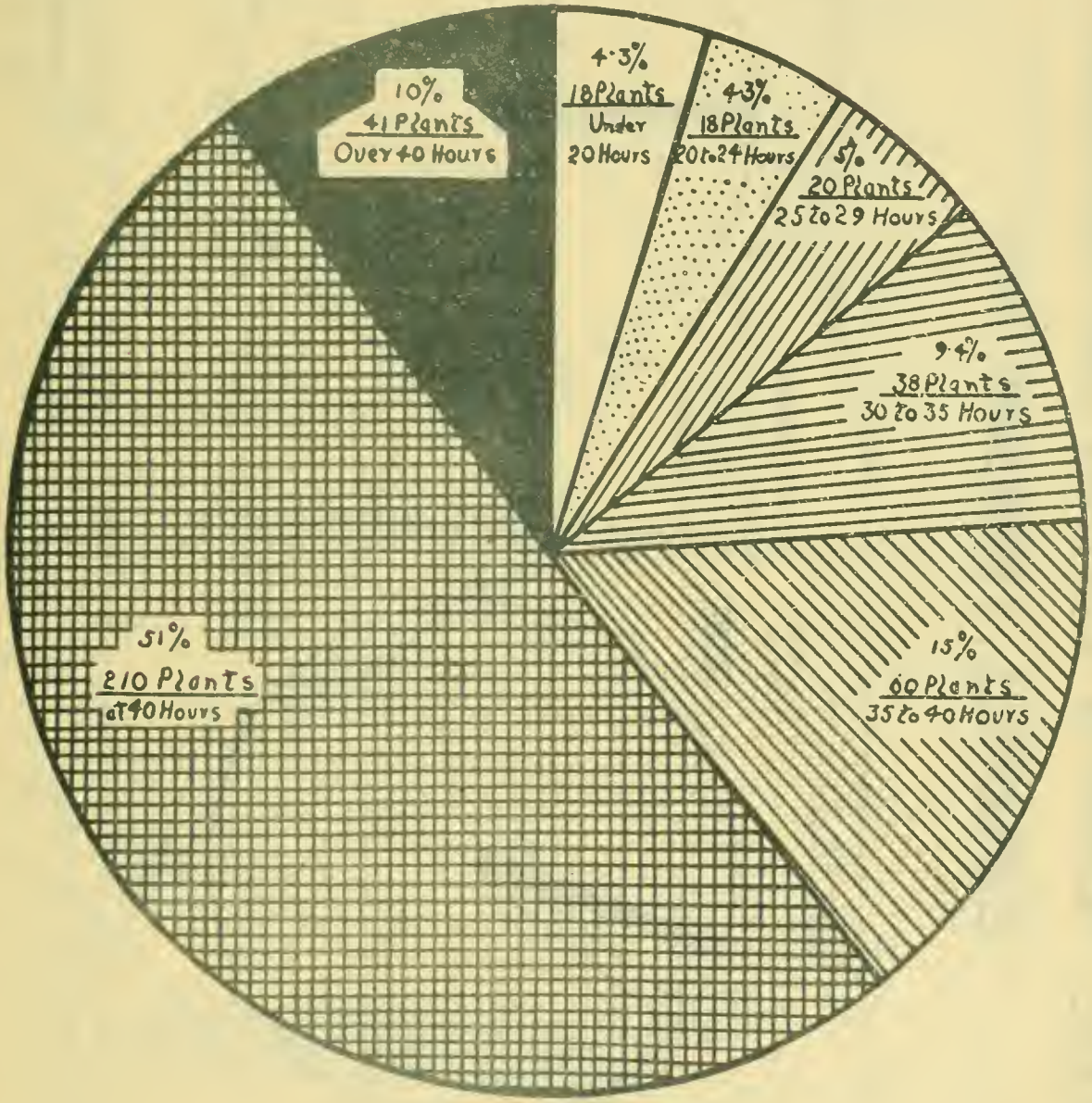


STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
MAY 15, 1934

SOURCE: PAYROLL AND PRODUCTION REPORTS

6646

AVERAGE WEEKLY HOURS OF CUTTERS IN 405 PLANTS, FEBRUARY, 1934

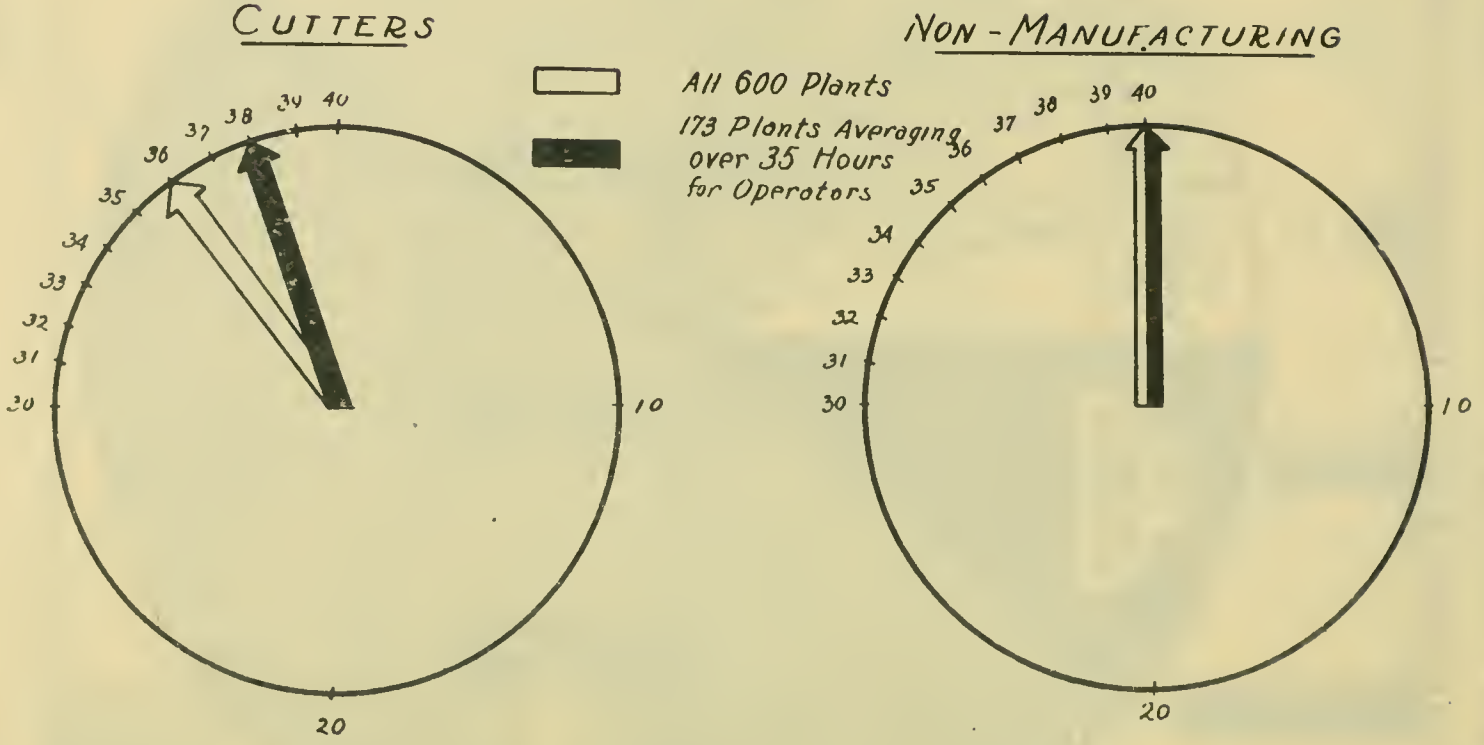


Statistical Division
Cotton Garment Code Authority
May 25 1934

9799

WEEKLY HOURS OF CUTTERS AND NON-MANUFACTURING EMPLOYEES, FEBRUARY, 1934

9796



Source: Payroll Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

INDEX OF MONTHLY PRODUCTION OF SHEEP-LINED AND LEATHER GARMENTS

Source: U.S Census, Monthly Production Records

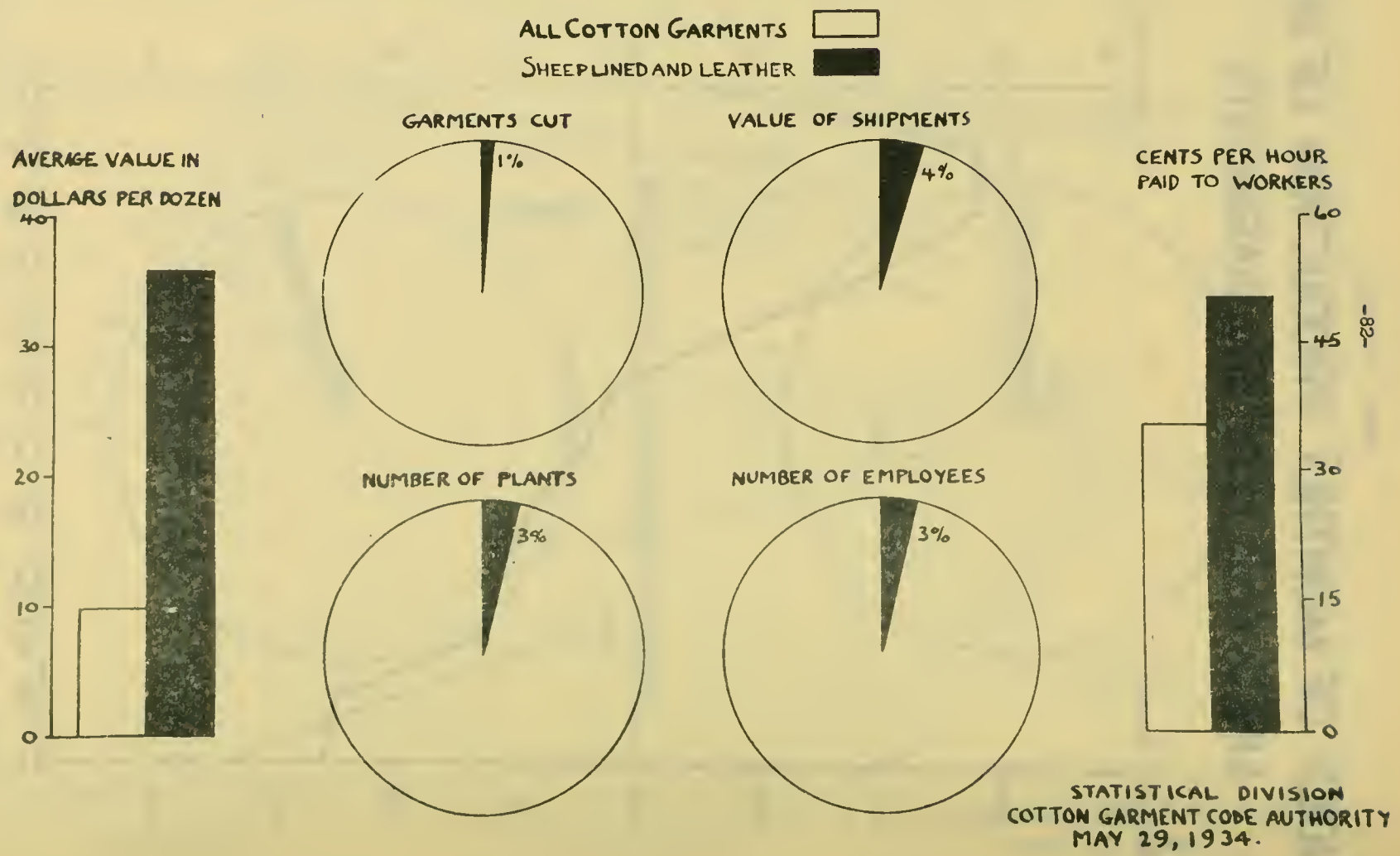
Statistical Division
Cotton Garment Code Authority
May 31. 1934

9799

CHART 28

PRODUCTION AND LABOR COMPARISONS OF COTTON GARMENTS WITH SHEEPLINED AND LEATHER GARMENTS, FEBRUARY, 1934.

6626



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STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
MAY 29, 1934.

CHART 29

PERCENTAGE DISTRIBUTION OF 1,164 SHEEPLINED AND LEATHER GARMENT EMPLOYEES BY HOURS WORKED IN 22 PLANTS

9799

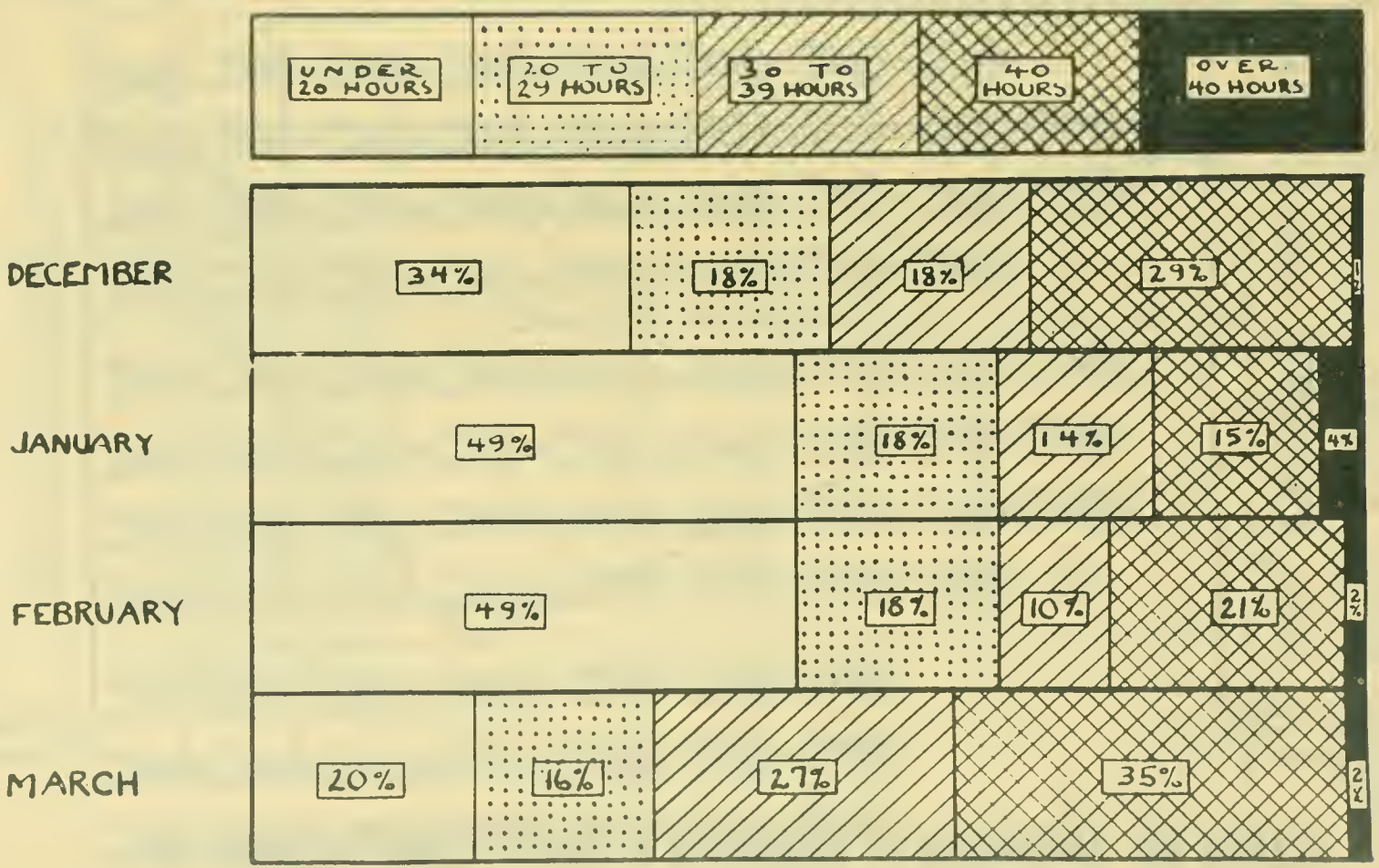
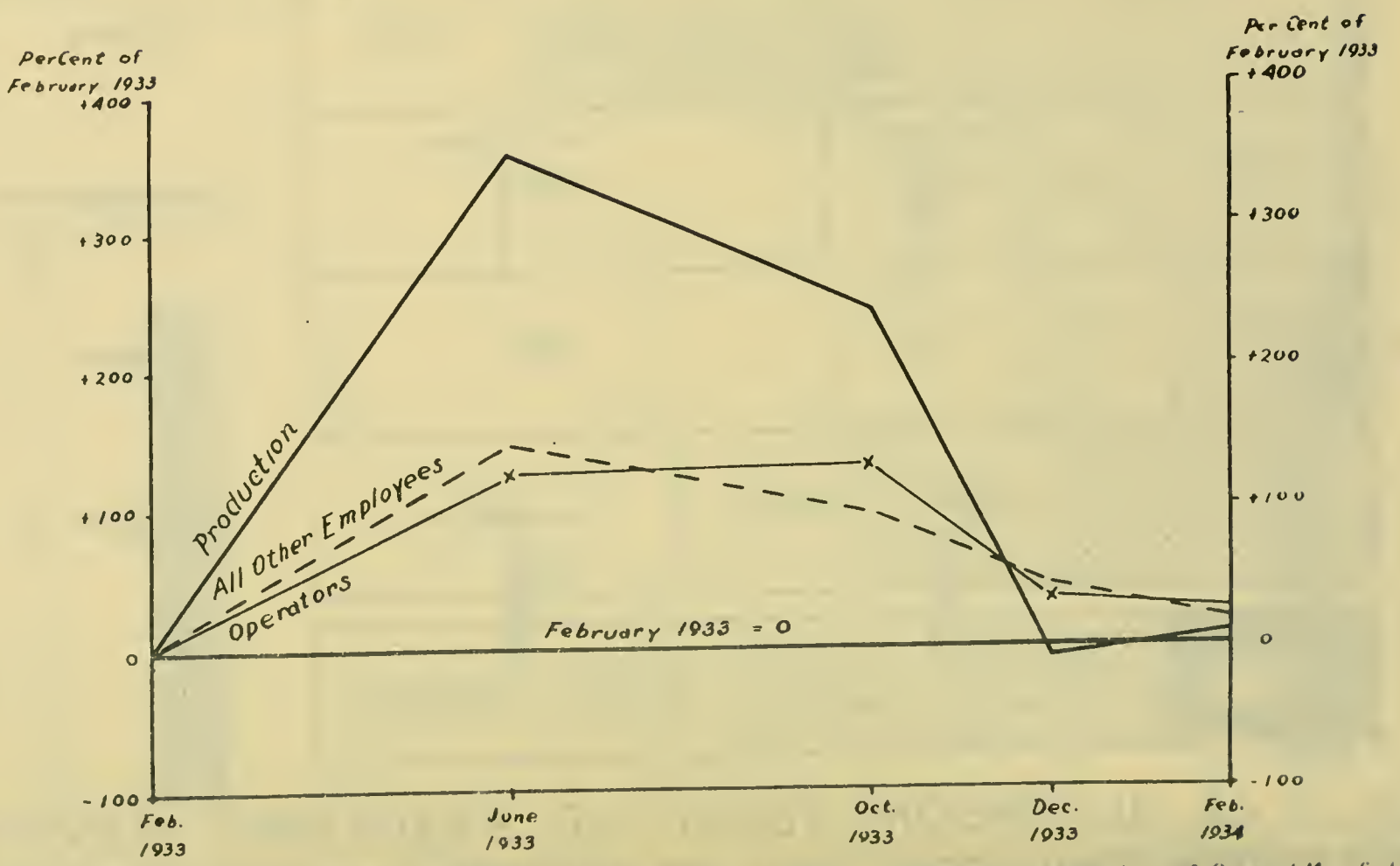


CHART 30

MONTHLY CHANGES IN PRODUCTION AND EMPLOYMENT IN 24 SHEEPLINED AND LEATHER GARMENT PLANTS

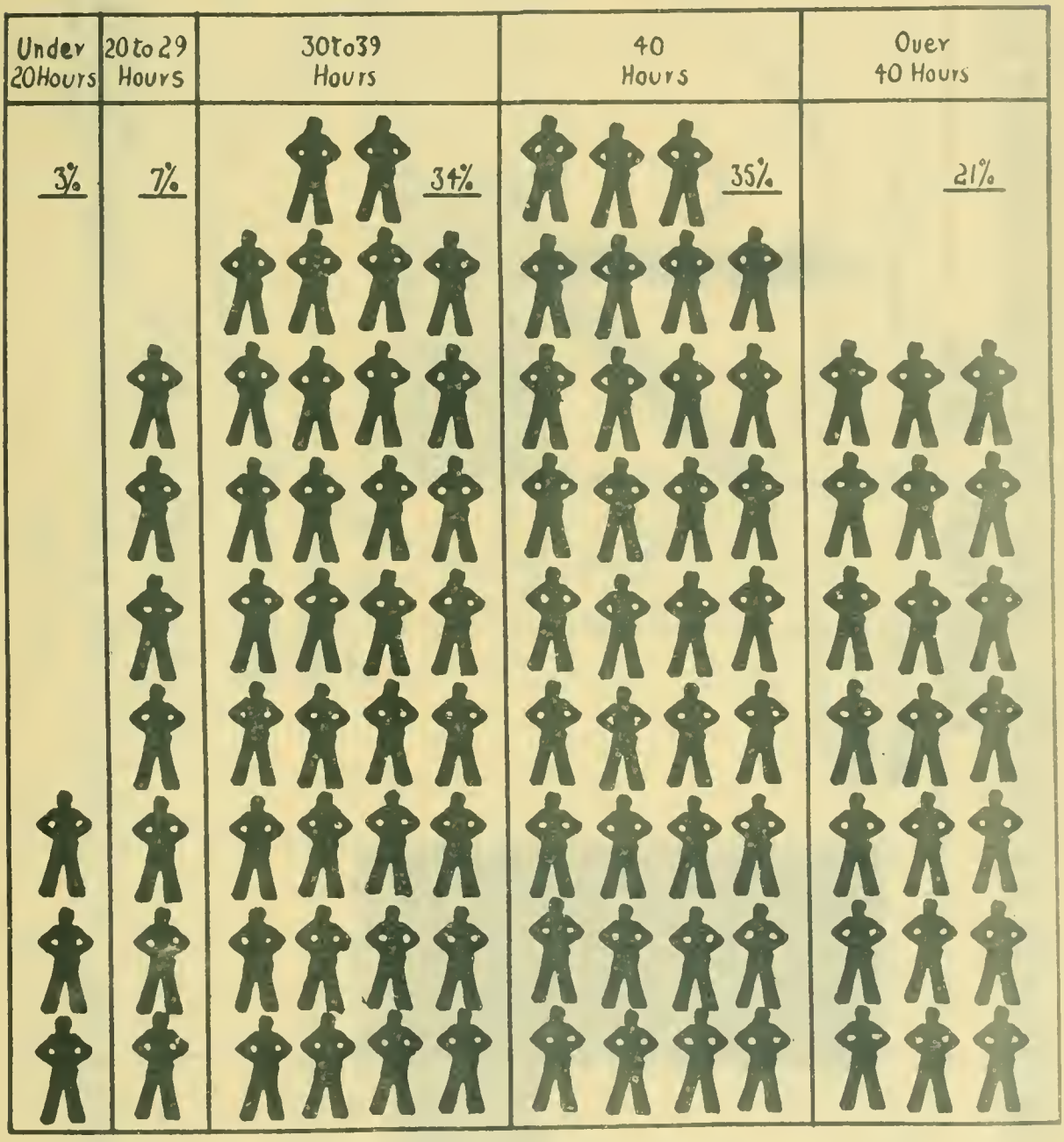
6626



Source: Questionnaire on Wages and Hours by National Association of Sheep Lined and Leather Garment Manufacturers

International Association of Garment Manufacturers
40 Worth St., N.Y.C.
April 23, 1934

PERCENTAGE DISTRIBUTION OF NON-MANUFACTURING EMPLOYEES, CLASSIFIED BY AVERAGE HOURS WORKED IN 405 PLANTS, FEBRUARY, 1934



Per Cent of Non-Manufacturing Employees

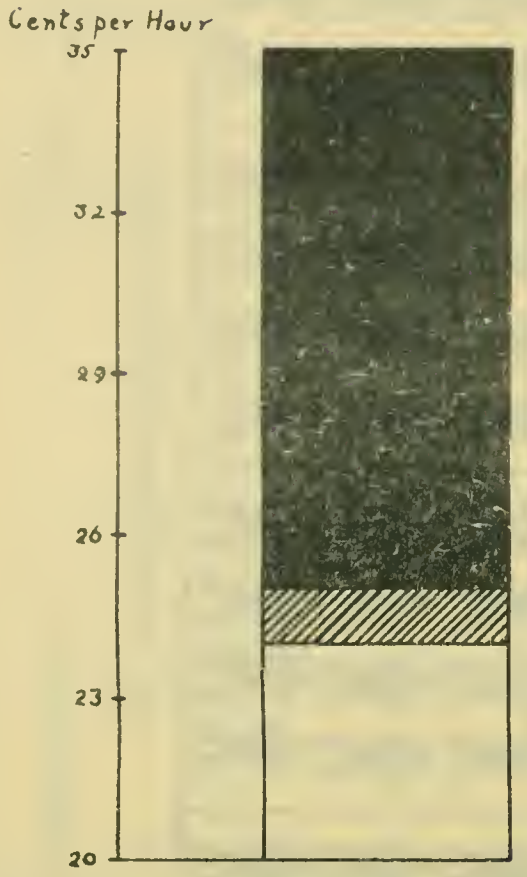
Source: Payroll Reports.

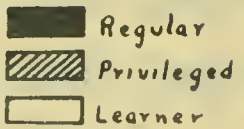
Statistical Division
Cotton Garment Code Authority
May 1934

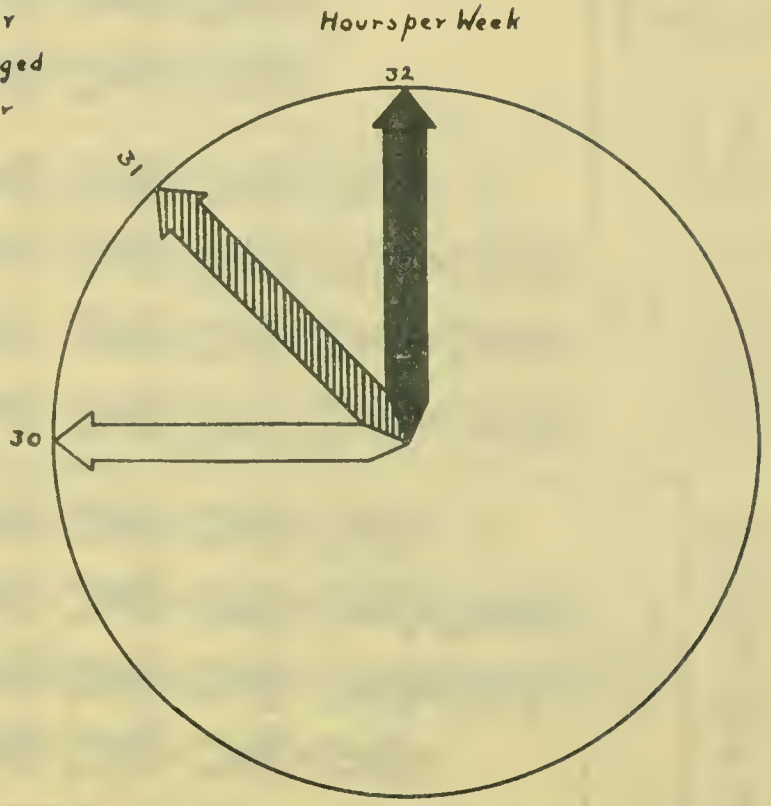
CHART 32

AVERAGE WEEKLY HOURS AND WAGE RATES OF OPERATORS REGULAR, LEARNERS, AND PRIVILEGED IN 500 PLANTS FEBRUARY, 1934

6626







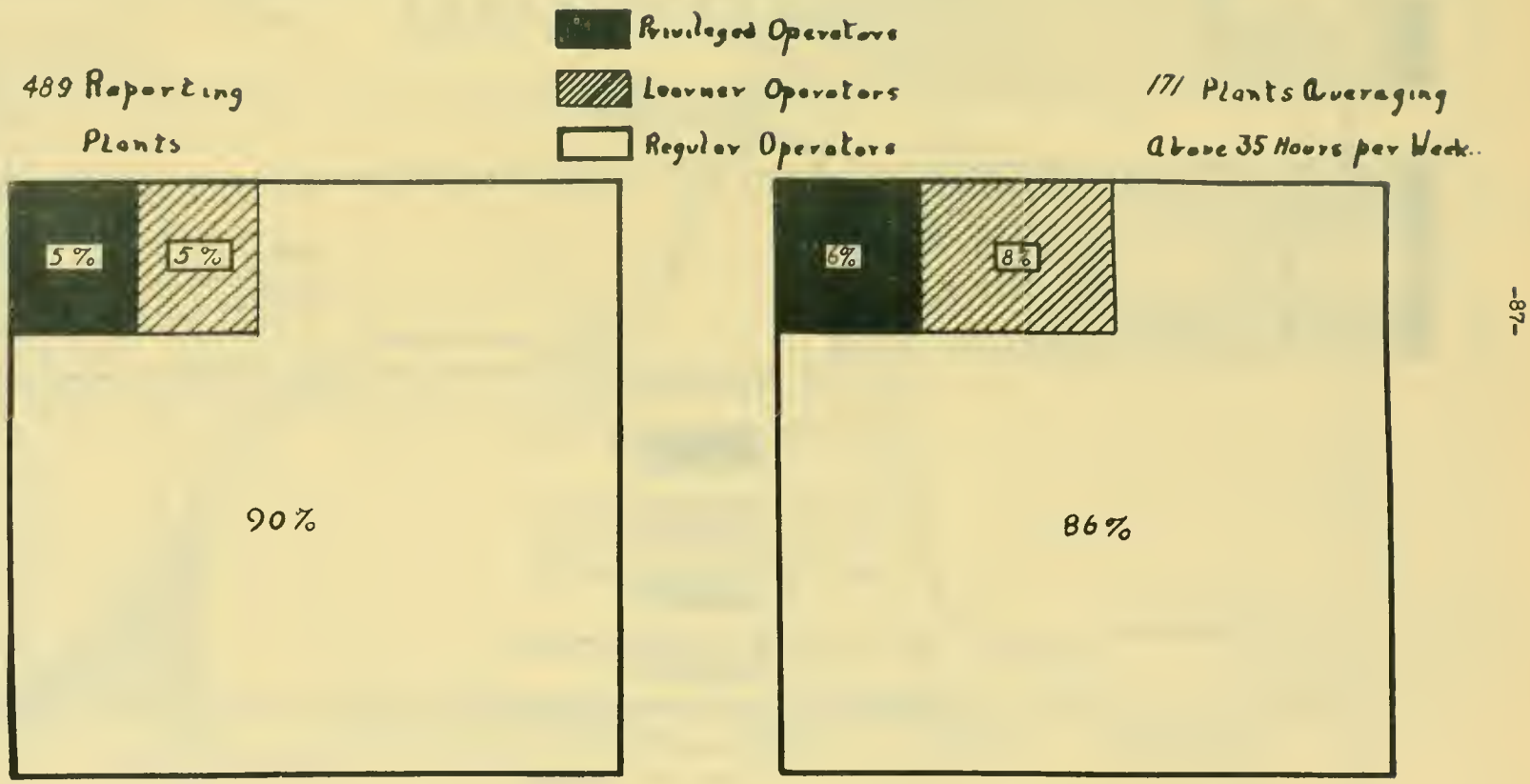
Source: Payroll Reports

Statistical Division
Cotton Garment Code Authority
May 5. 1934

Chart 33

PROPORTIONS OF LEARNER AND PRIVILEGED OPERATORS EMPLOYED IN FEBRUARY 1934.

6626



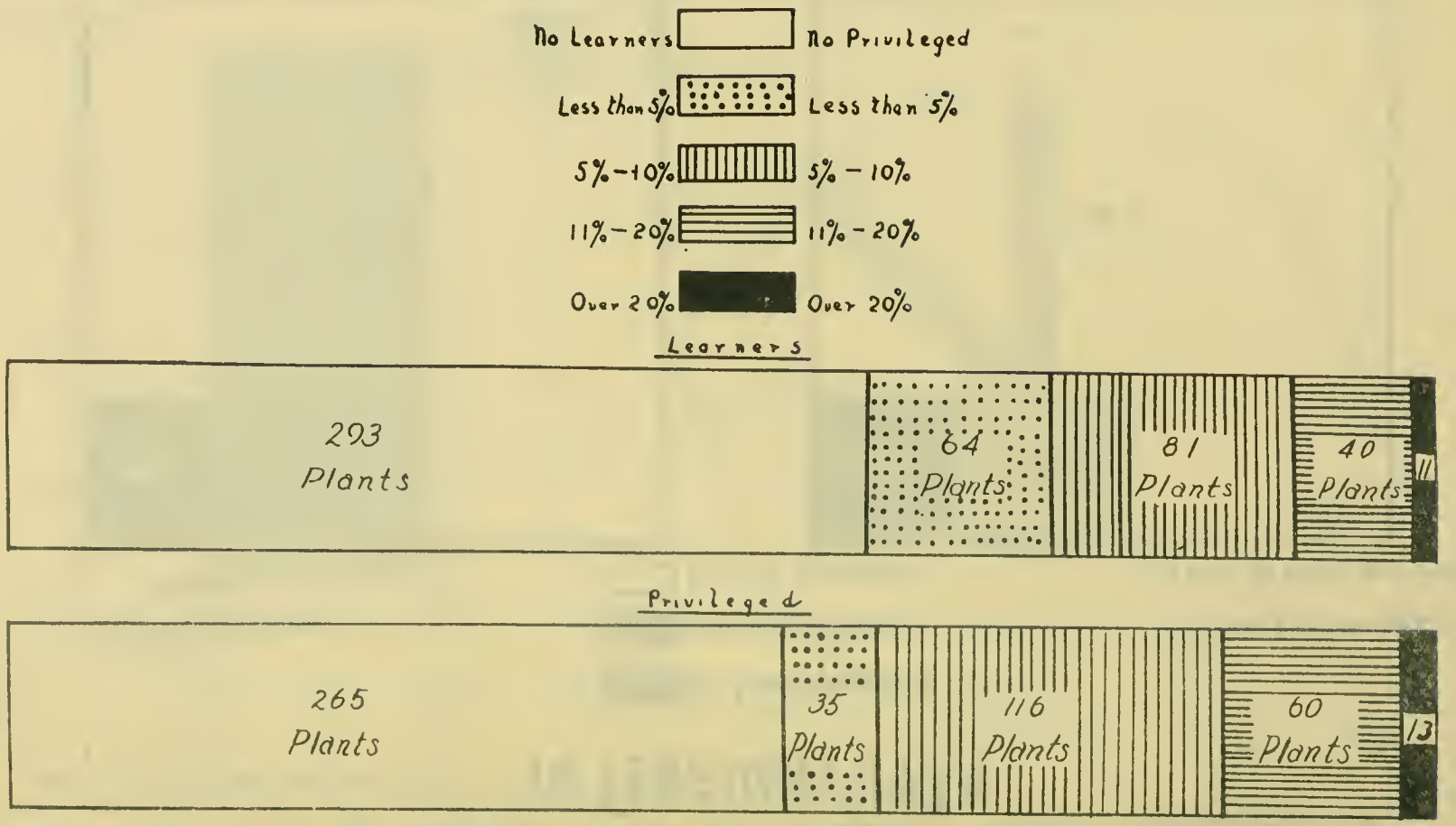
Source: Payroll Reports.

Statistical Division
Cotton Garment Code Authority
May 2, 1934

Chart 39

PERCENTAGE DISTRIBUTION OF 489 COTTON GARMENT PLANTS EMPLOYING LEARNER AND PRIVILEGED OPERATORS, FEB. 1934

6626



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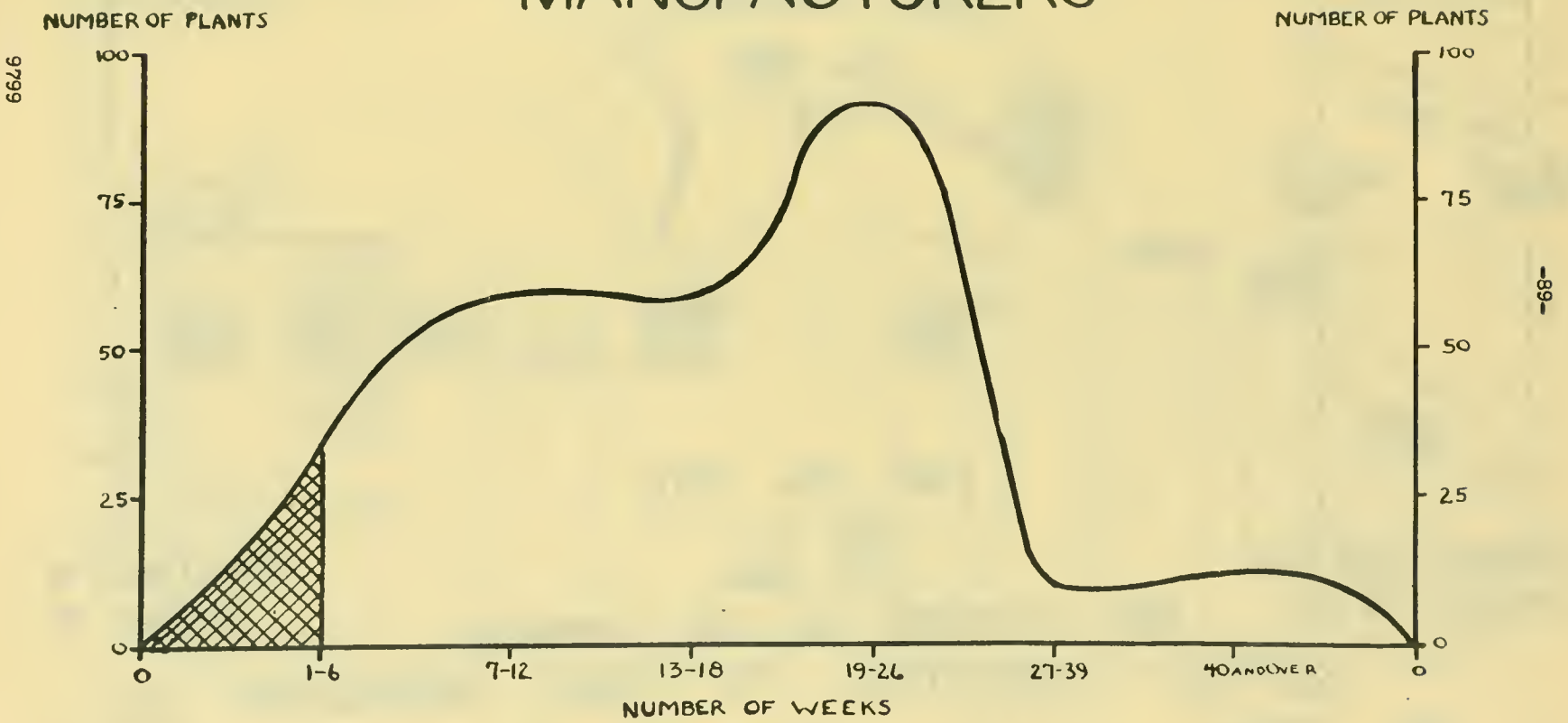
Source : Payroll Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

CHART 35

NUMBER OF WEEKS FOR LEARNERS TO BECOME REGULAR OPERATORS AS ESTIMATED BY 271 MANUFACTURERS



SOURCE: IAG.M Questionnaire on Urban and Rural Differentials February 6, 1934.

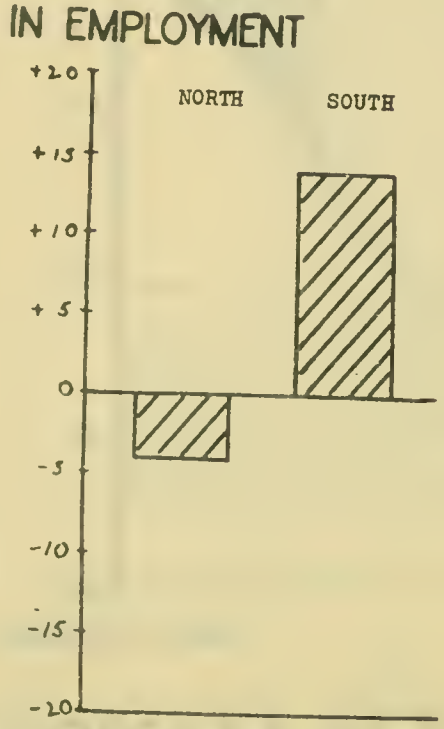
STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
APRIL 23, 1934

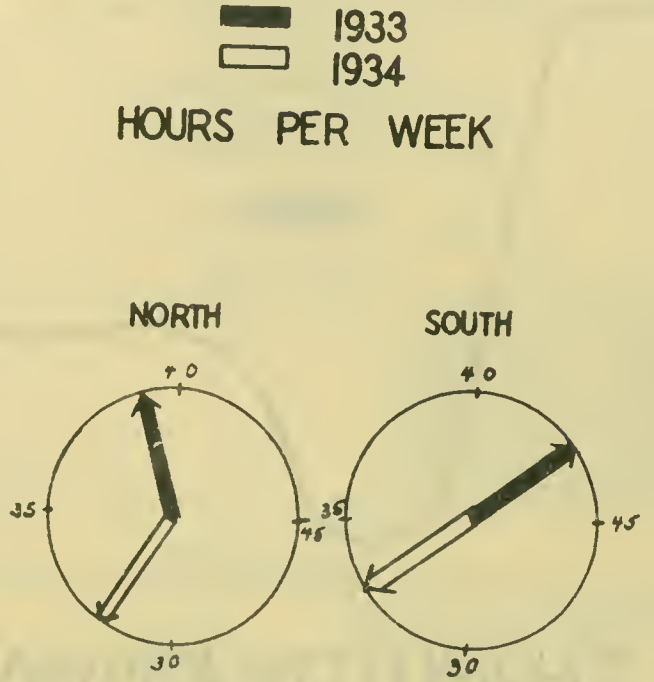
CHART 26

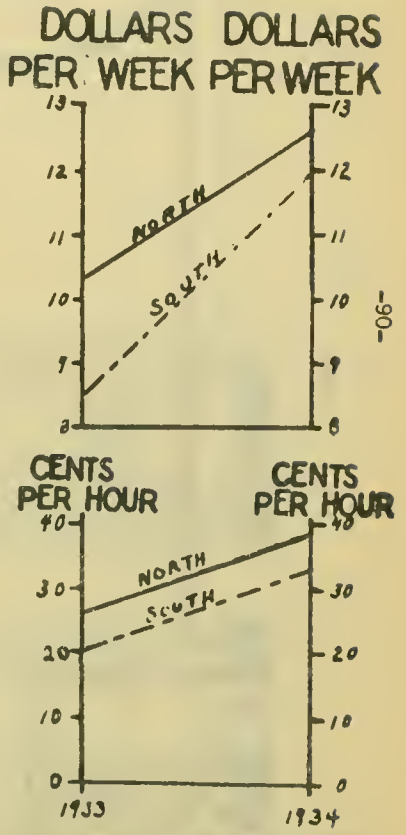
6676

COMPOSITE CHANGES IN EMPLOYMENT WEEKLY HOURS AND WEEKLY AND HOURLY WAGES IN 557 NORTHERN AND 115 SOUTHERN PLANTS

FEBRUARY 1933 TO FEBRUARY 1934







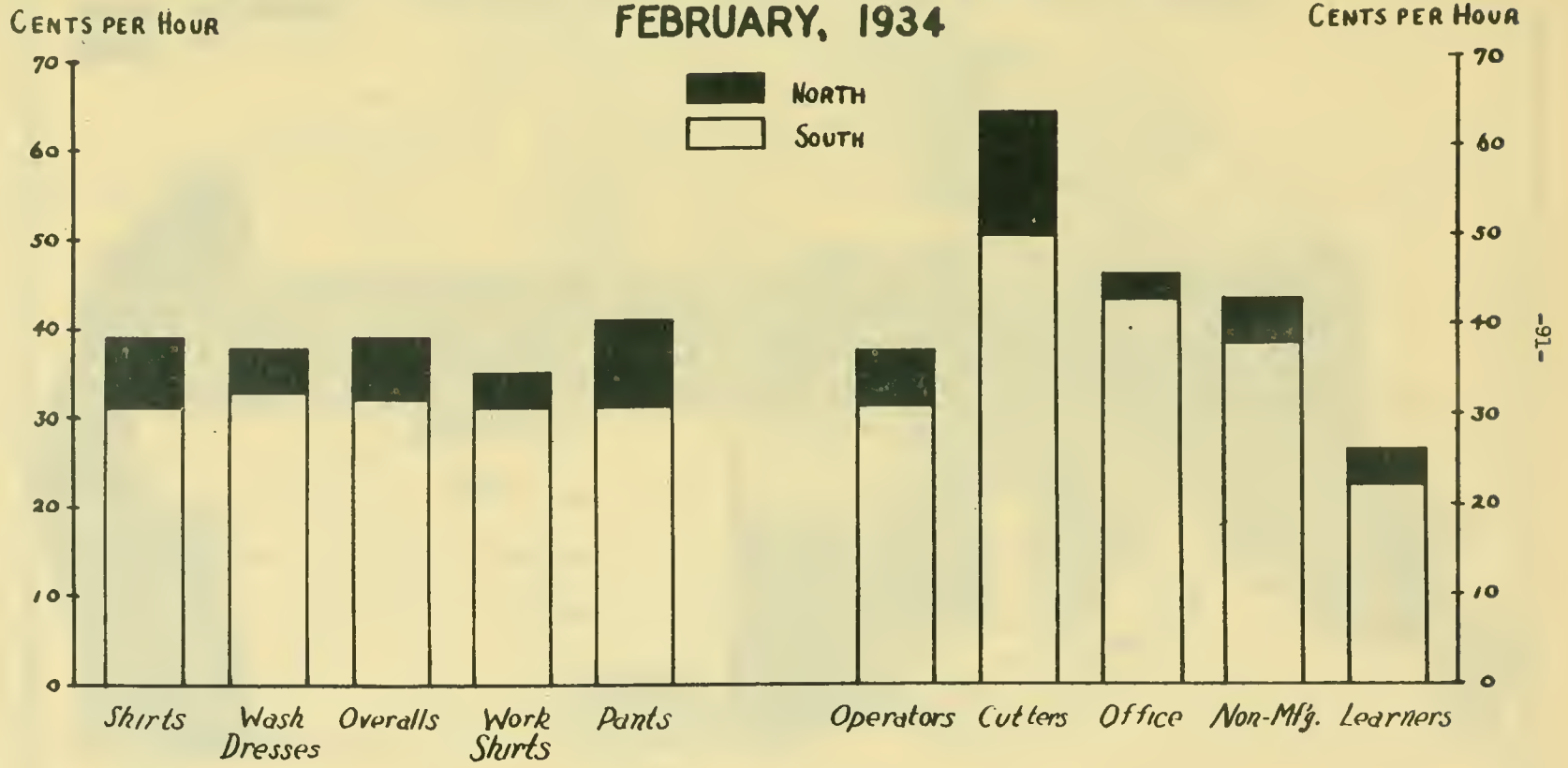
SOURCE: PAYROLL AND PRODUCTION REPORTS TO COTTON GARMENT CODE AUTHORITY

STATISTICAL SERVICE BUREAU
INT'L ASSO. GARMENT M'FRS
40 WORTH ST., N.Y.
APRIL 23, 1934

CHART 37

HOURLY WAGE RATES IN 557 NORTHERN PLANTS AND 115 SOUTHERN PLANTS BY PRODUCTS AND BY OCCUPATIONS

FEBRUARY, 1934



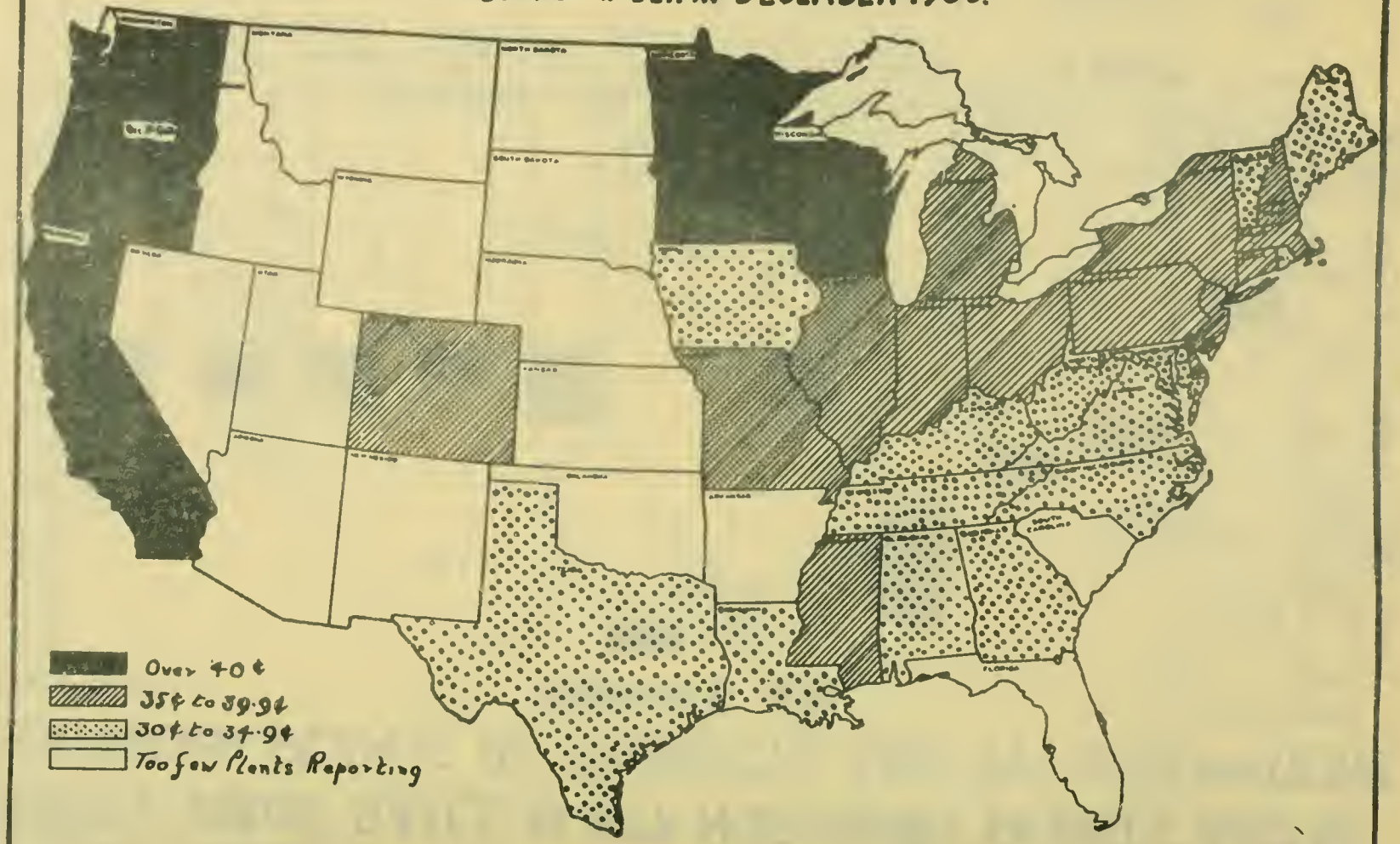
Source: Payroll Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

6676

9799

HOURLY WAGE RATES OF SEWING MACHINE OPERATORS, SECOND WEEK IN DECEMBER 1933.



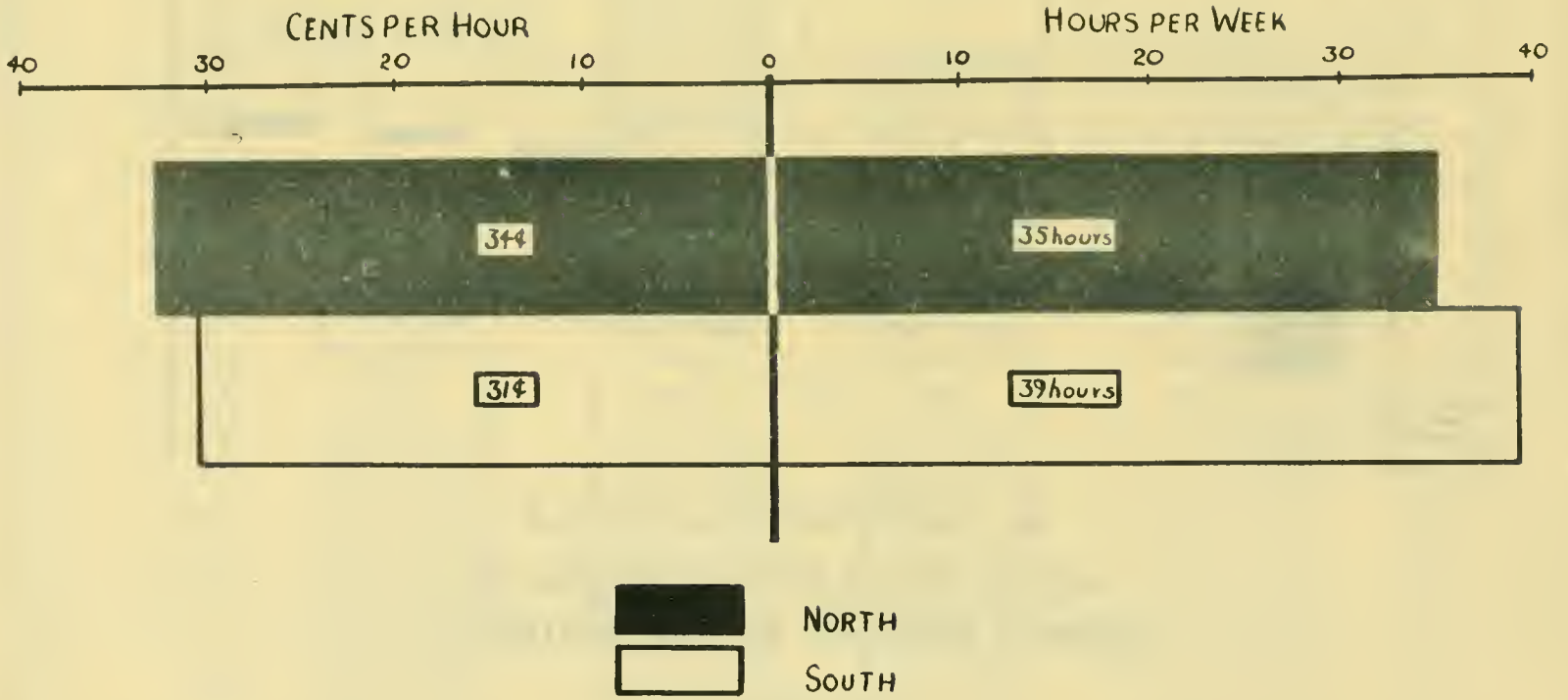
Source: Payroll Reports to Cotton Garment Code Authority

Statistical Service Bureau
Natl. Assn. Garment Mfgrs.
40 Worth St. NYC April 30-34.

CHART 39

HOURLY EARNINGS AND WEEKLY HOURS OF SEWING MACHINE OPERATORS IN NORTHERN AND SOUTHERN FACTORIES OWNED BY THE SAME CONCERNS

6646



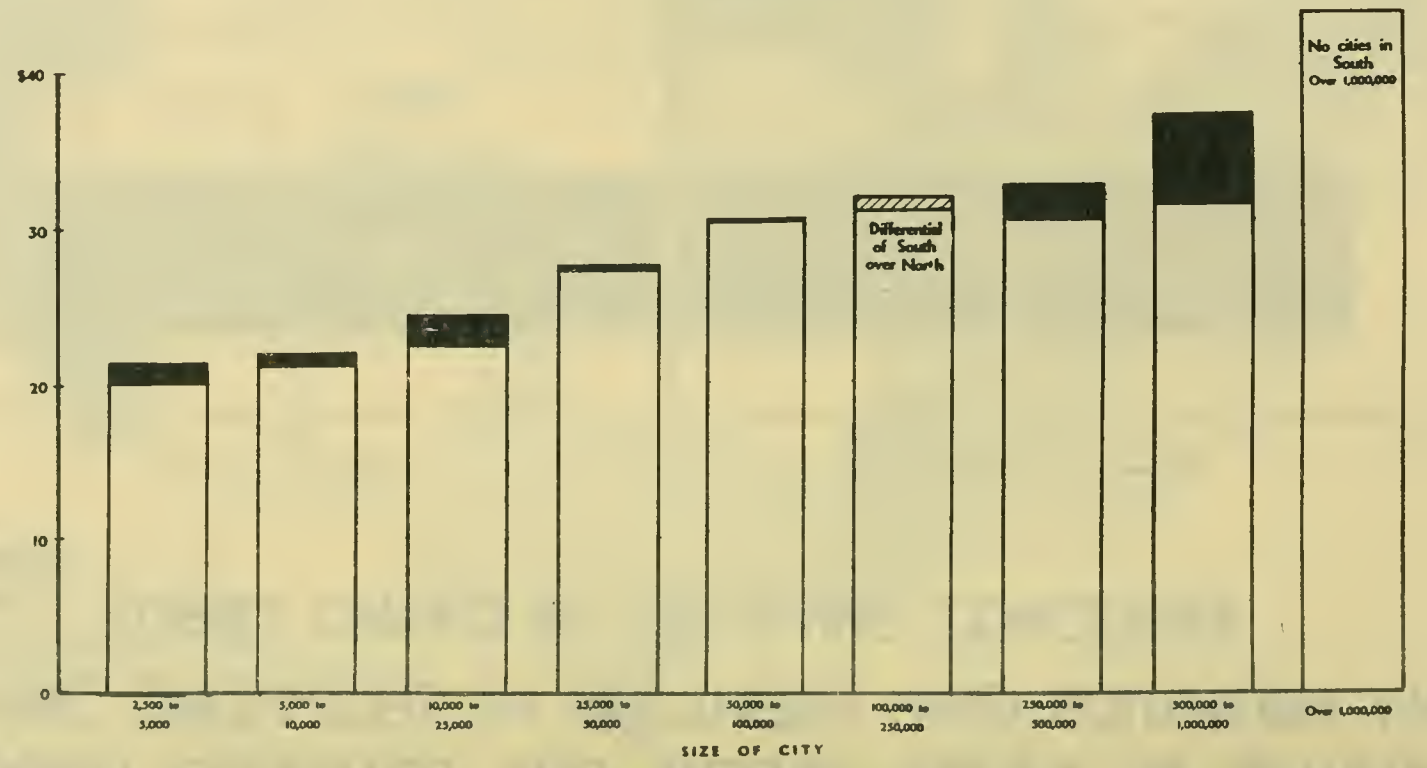
Source: Payroll Reports for Second Week in December 1933

Statistical Division
Cotton Garment Code Authority
June 1, 1934

CHART 40

MONTHLY RENTALS OF WHITE FAMILIES IN THE NORTH AND IN THE SOUTH

BY SIZE OF CITY EXCLUDING SUBURBS - 1930



SOURCE:
1930 Census of Population
1930 Census of Distribution

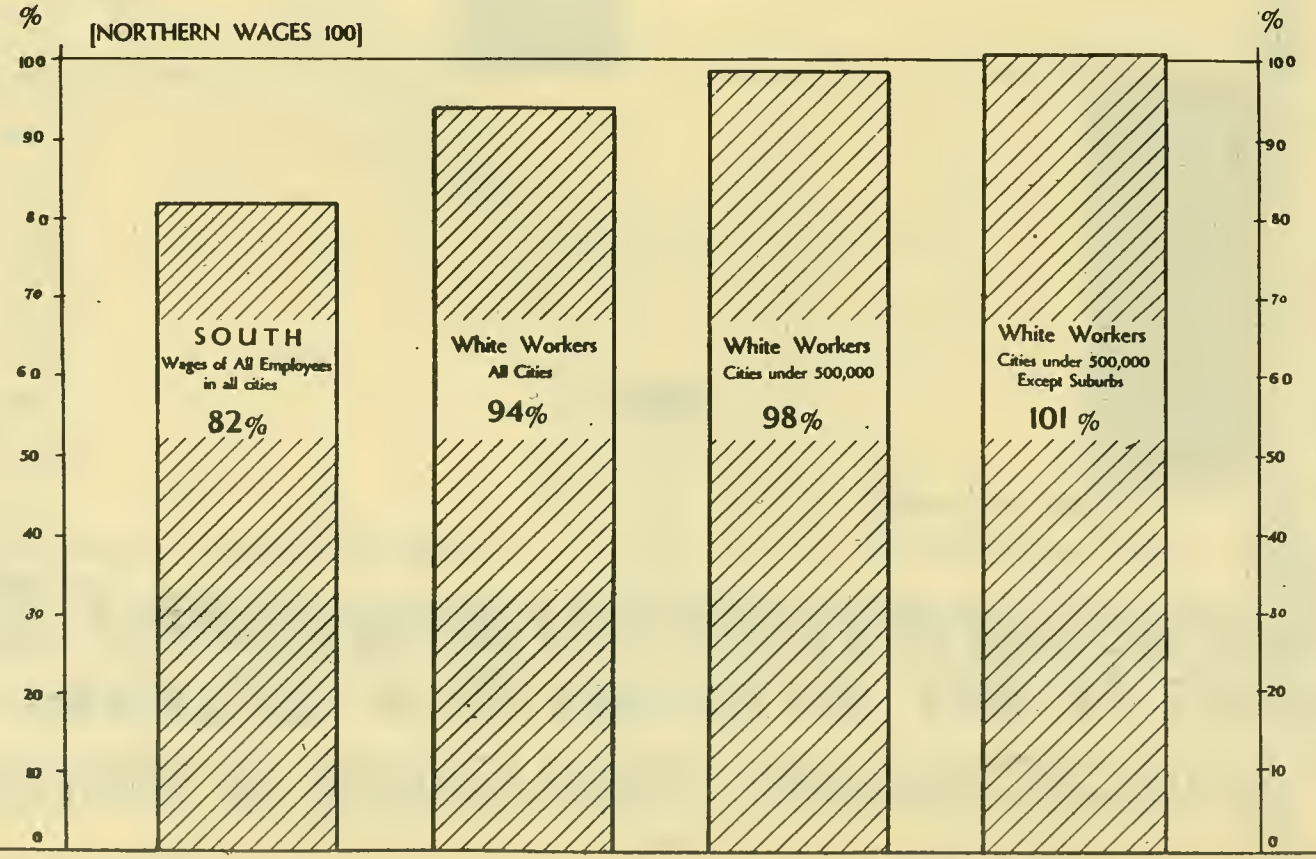
Solid tops of bars indicate the rental differential [average about 3%] of the North over the South

STATISTICAL SERVICE BUREAU — 2-13-34
393 Broadway • New York, N. Y.

CHART 41

RATIO OF RETAIL WAGES IN THE SOUTH

TO RETAIL WAGES IN THE NORTH

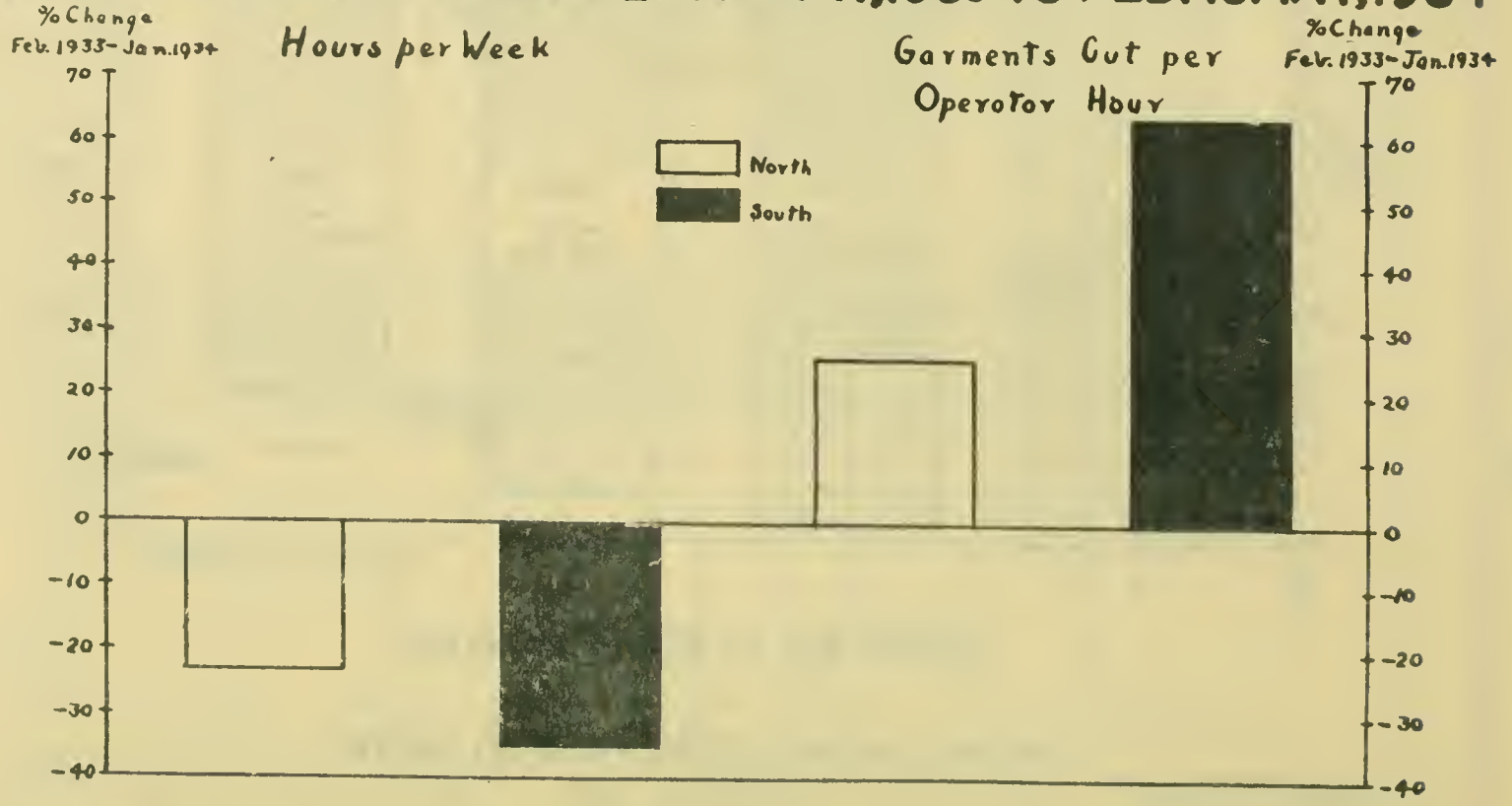


SOURCE:
1930 Census of Population
1930 Census of Distribution

STATISTICAL SERVICE BUREAU — 2-13-34
393 Broadway New York, N. Y

CHART 42

CHANGES IN WEEKLY HOURS AND PRODUCTIVITY OF OPERATORS IN 212 NORTHERN AND 49 SOUTHERN PLANTS FROM FEBRUARY, 1933 TO FEBRUARY, 1934

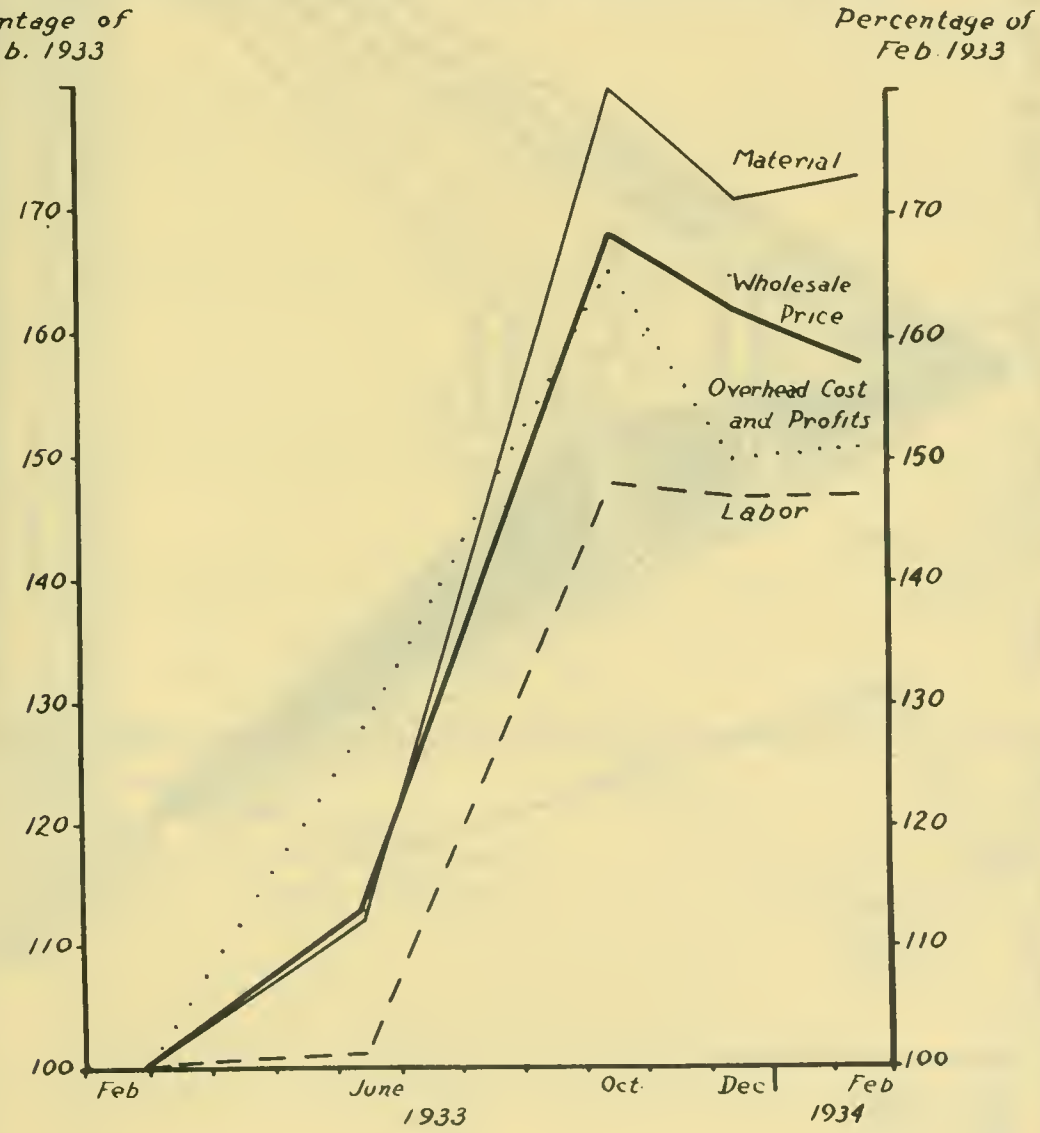


Source: Payroll and Production Reports.

Statistical Division.
Cotton Garment Code Authority
May 2, 1934.

CHART 43

CHANGES IN WHOLESALE PRICE AND IN MATERIAL, LABOR, AND OVERHEAD COST OF OVERALLS, FEBRUARY, 1933 TO FEBRUARY, 1934



Source: Replies of 17 Overall Manufacturers to I.A.G.M. Questionnaire on Cost Increases, February, 21 1934

Statistical Service Bureau
395 Broadway, N.Y.C.
3-21-34

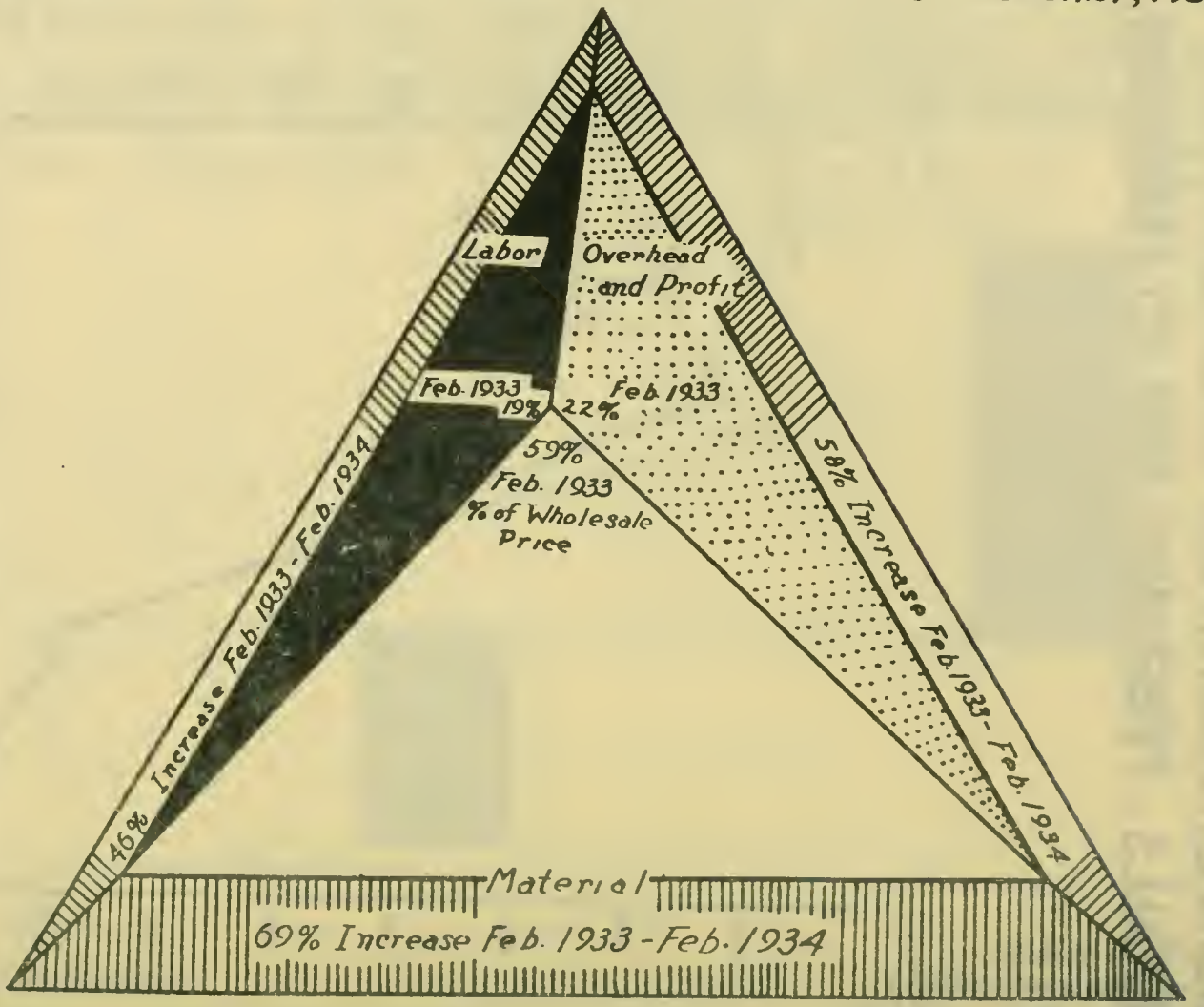
9799

CHART 44

PROPORTION OF LABOR, MATERIAL, AND OVERHEAD COSTS TO THE WHOLESALE PRICE OF OVERALLS

FEBRUARY, 1933 AND PERCENTAGE INCREASES FEBRUARY, 1934

9799

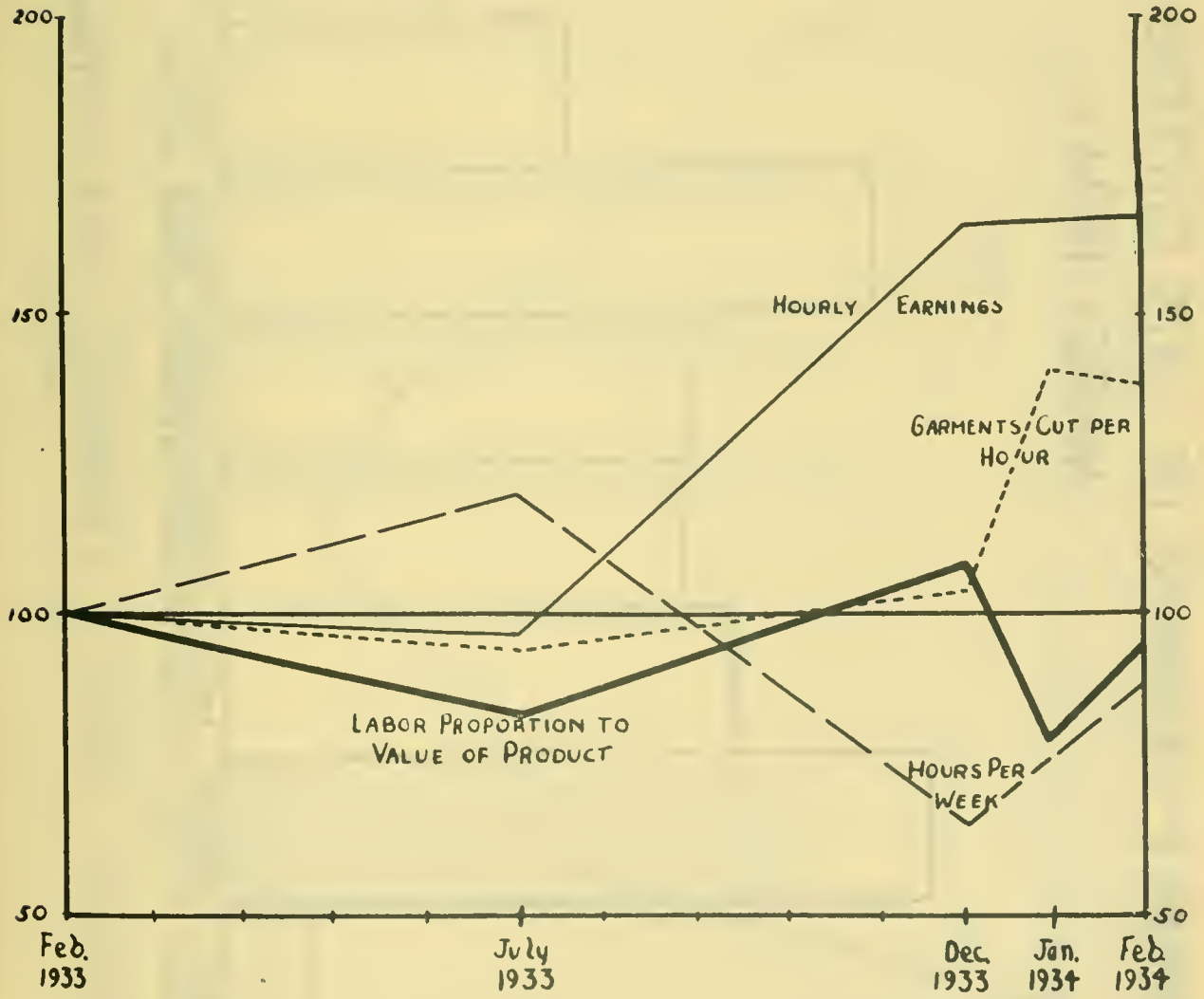


Source: Replies of 17 Overall Manufacturers to I.A.G.M. Questionnaire on Cost Increases, February 21, 1934

Statistical Service Bureau
Intl. Assn. Garment Mfgrs.
40 Worth St., N.Y.C. Apr. 23, 1934

CHART 45

CHANGES IN OPERATOR HOURS PER WEEK, EARNINGS PER HOUR, GARMENTS CUT PER HOUR, AND LABOR COST TO VALUE OF PRODUCT IN 76 WORK CLOTHING PLANTS FROM FEBRUARY, 1933 TO FEBRUARY, 1934



Source: Payroll and Production Reports

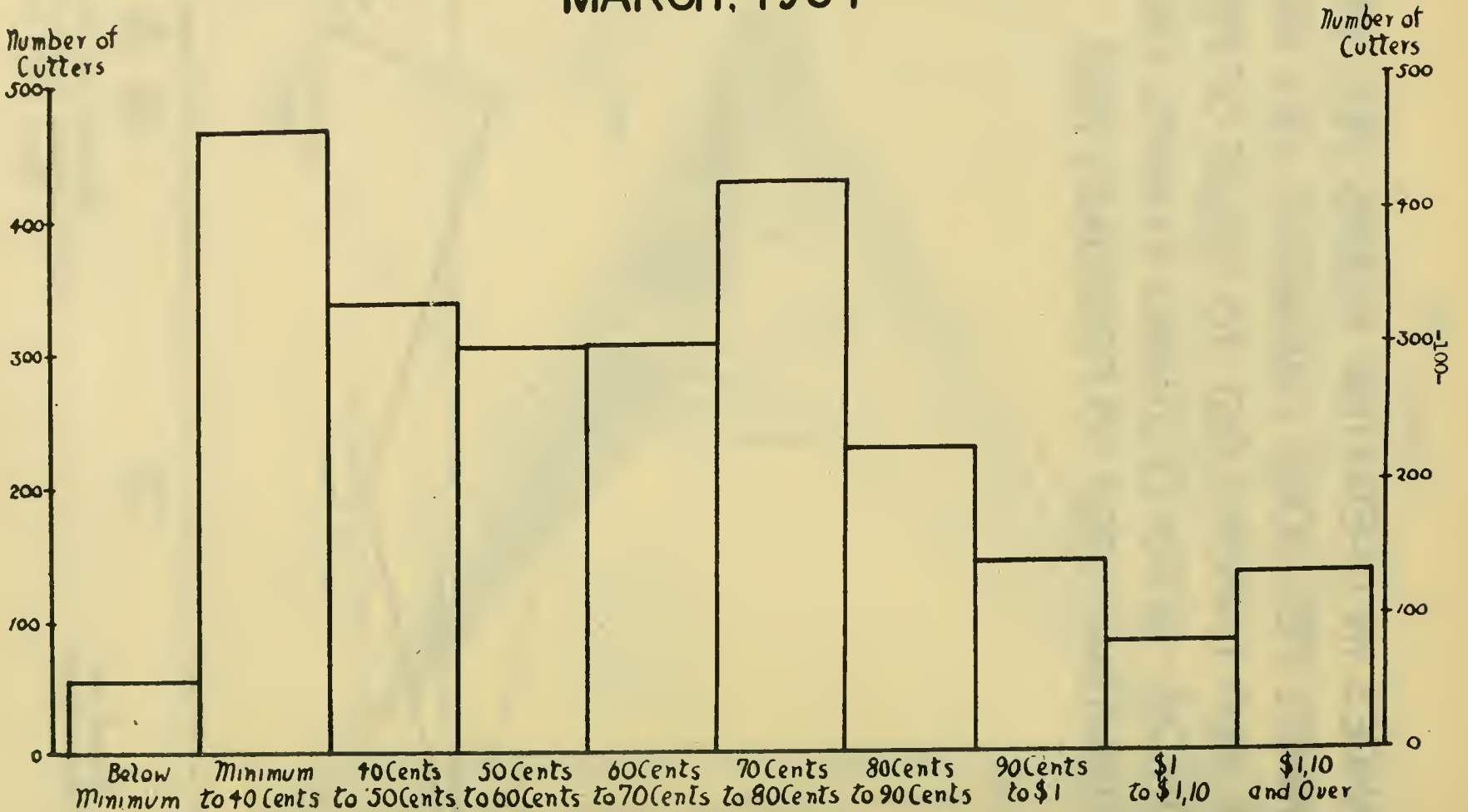
Statistical Division
Cotton Garment Code Authority
June 3 1934

9799

CHART 46

9799

HOURLY EARNINGS OF 2,479 CUTTERS IN 790 PLANTS, MARCH, 1934



Statistical Division
Cotton Garment Code Authority
May 21 1934

Chart 47

AVERAGE HOURLY EARNINGS OF CUTTERS FOR 405 PLANTS FEBRUARY, 1934

6646

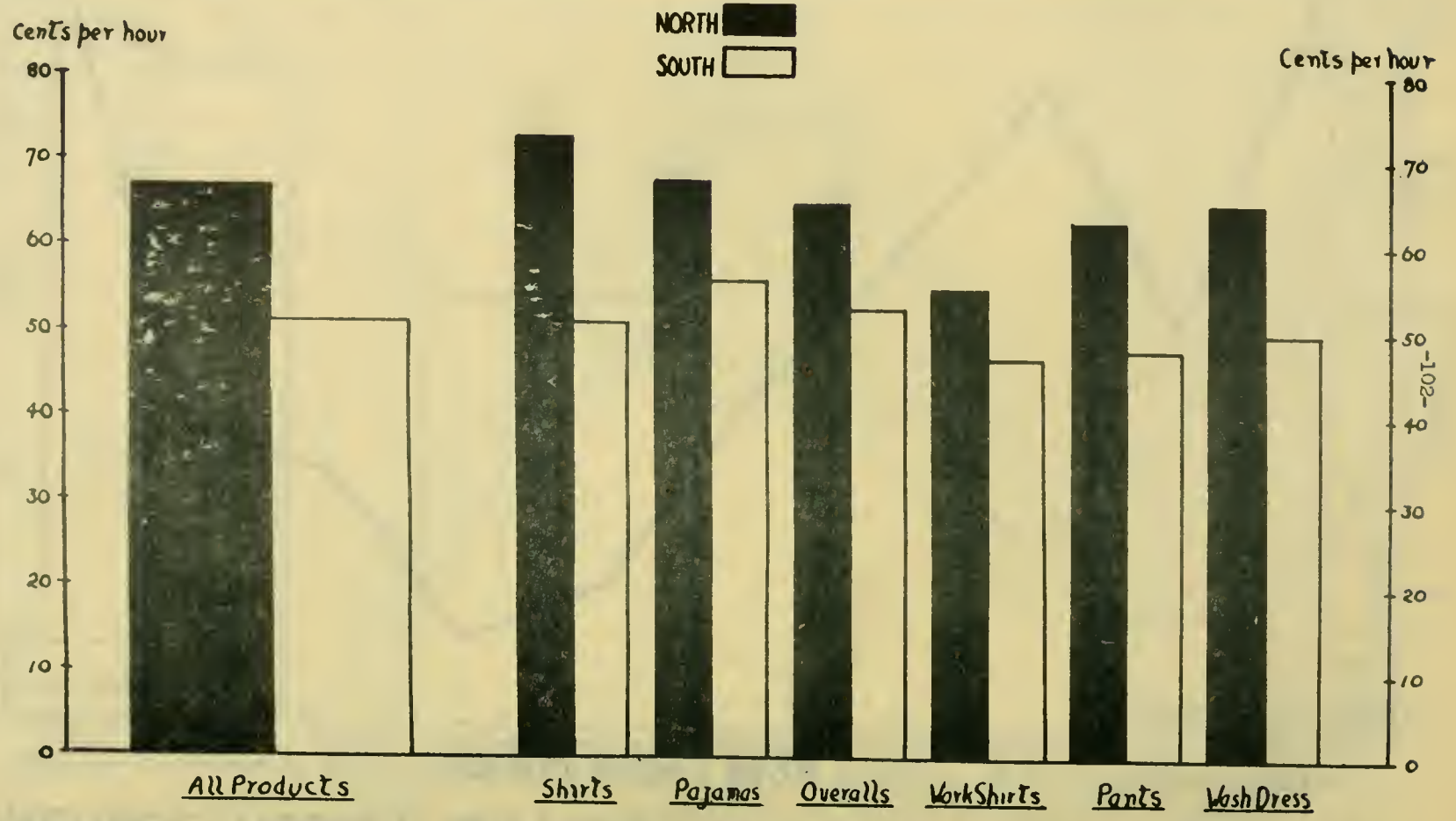
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

CHART 48

HOURLY EARNINGS OF 2072 CUTTERS IN THE NORTH AND 407 CUTTERS IN THE SOUTH CLASSIFIED BY PRODUCT MARCH, 1934

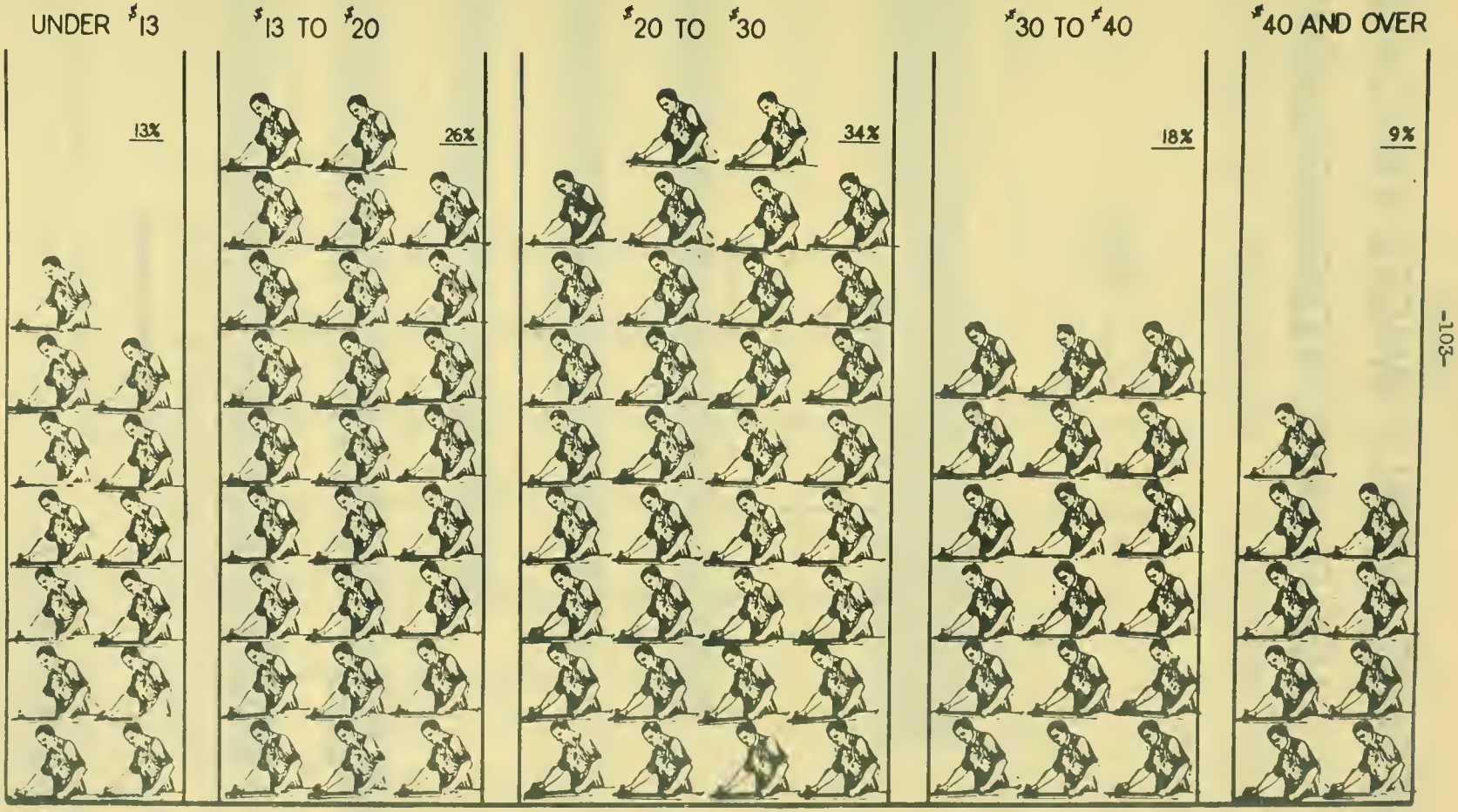
6626



Statistical Division
Cotton Garment Code Authority
May 22, 1934

PERCENTAGE DISTRIBUTION OF CUTTERS BY WEEKLY WAGES IN 790 PLANTS MARCH, 1934

9799

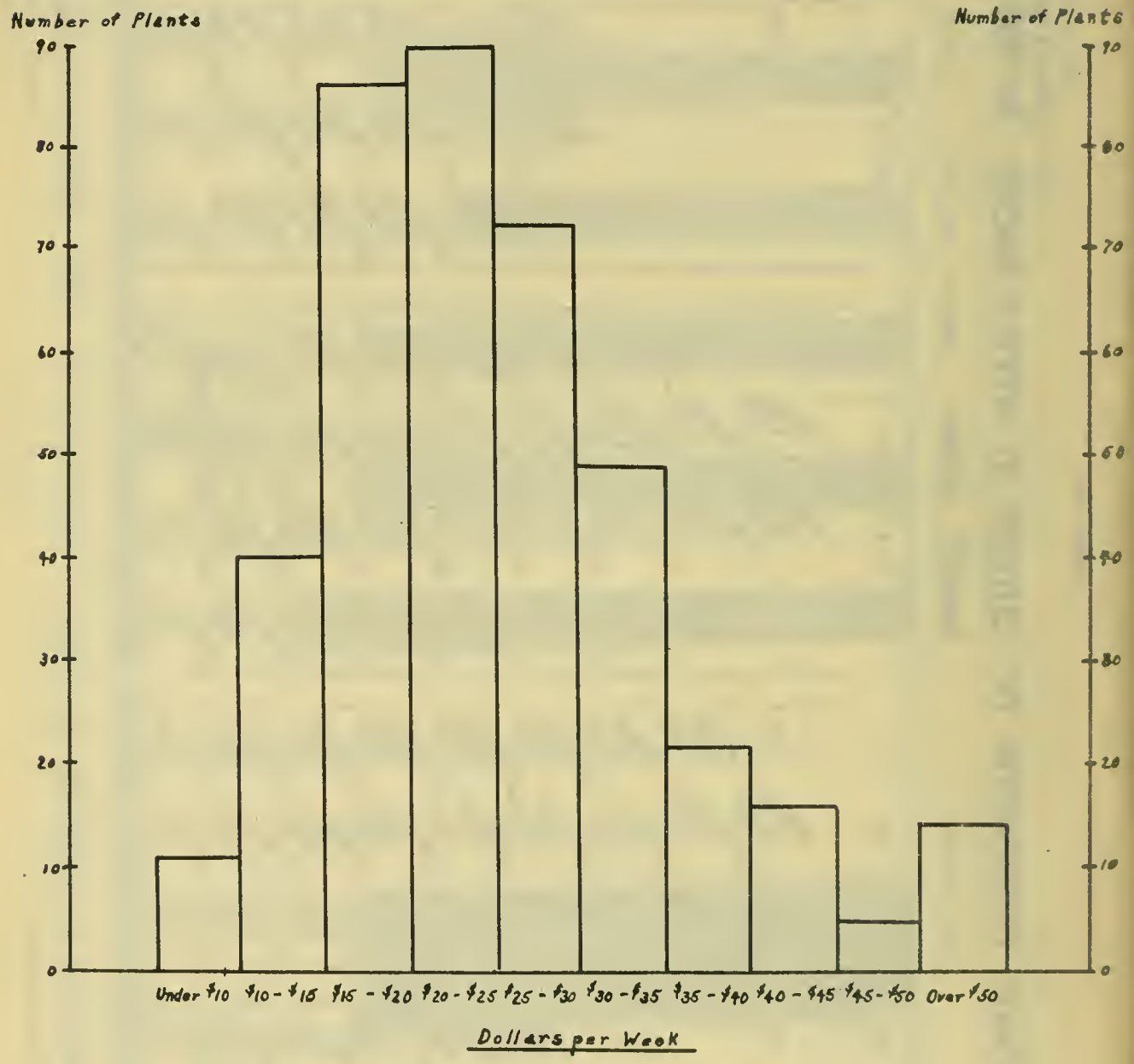


SOURCE: PAYROLL REPORTS

STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
MAY 17, 1934

Chart 50

AVERAGE WEEKLY WAGES OF CUTTERS IN 405 PLANTS, FEBRUARY, 1934



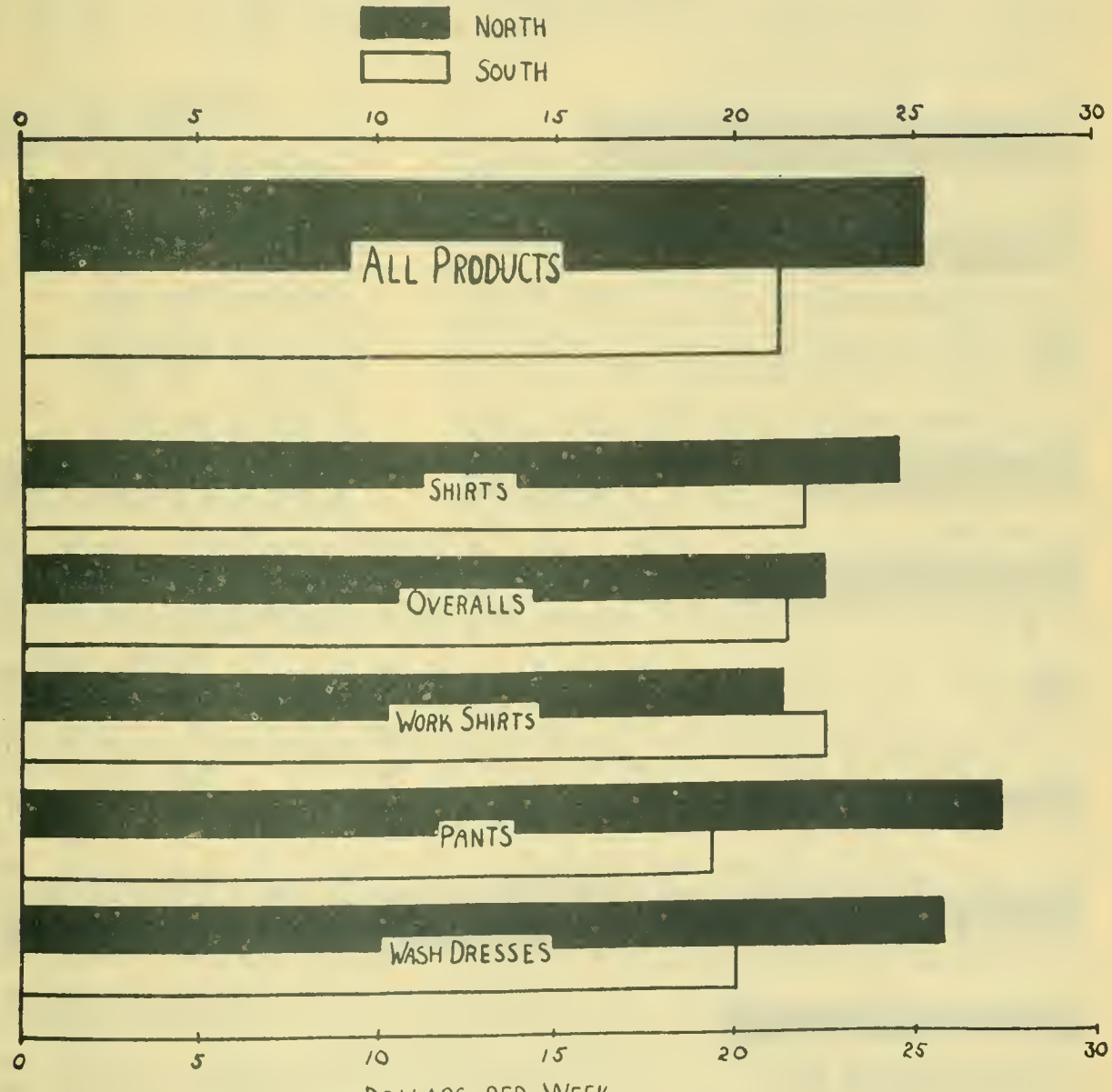
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

9799

CHART 51

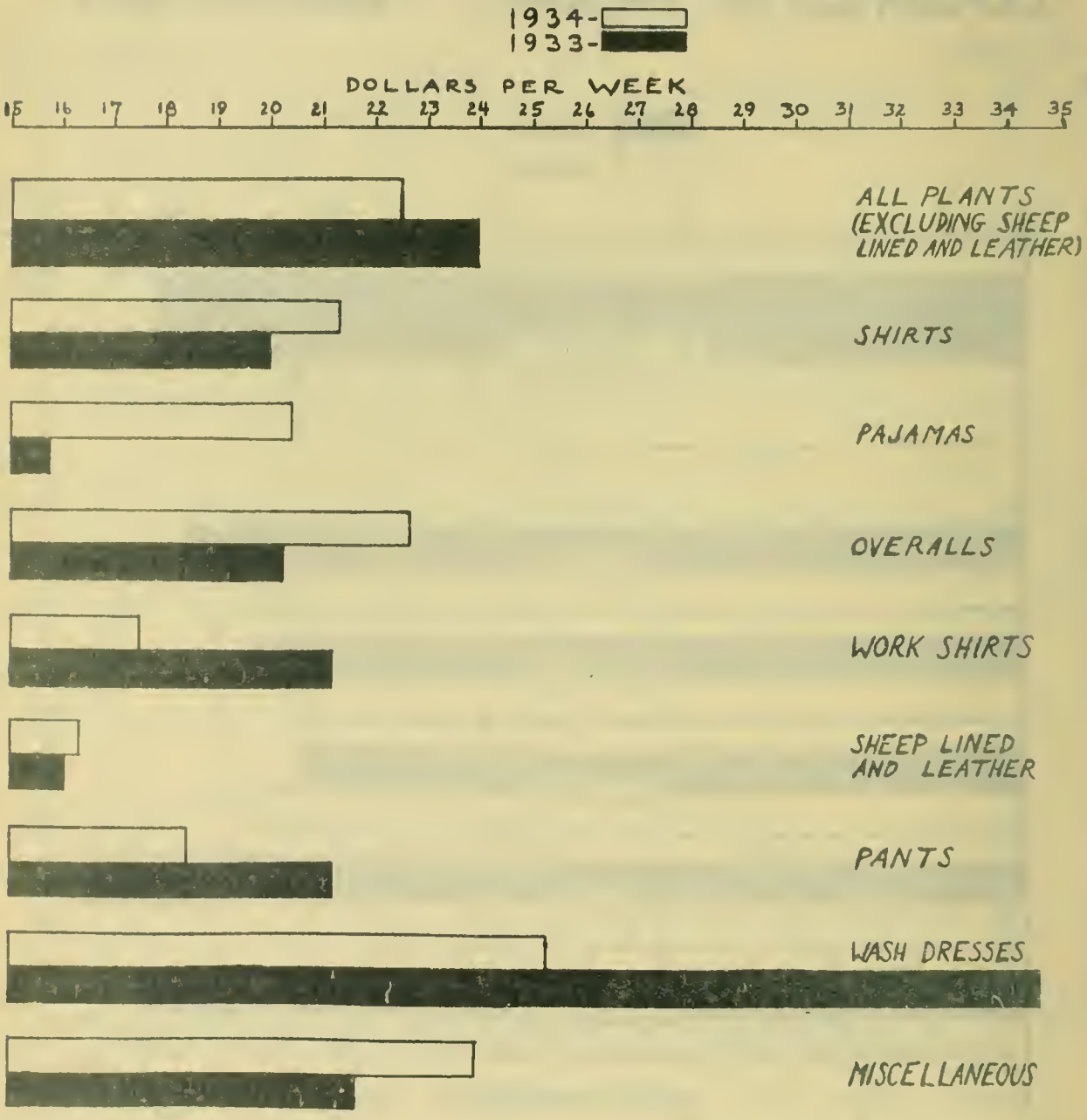
WEEKLY WAGES OF 1731 CUTTERS IN THE NORTH AND 454 CUTTERS IN THE SOUTH CLASSIFIED BY PRODUCT MARCH, 1934



Statistical Division
Cotton Garment Code Authority
May 22, 1934.

9799

WEEKLY WAGES OF CUTTERS IN 405 COTTON GARMENT PLANTS, FEBRUARY, 1933 AND FEBRUARY, 1934



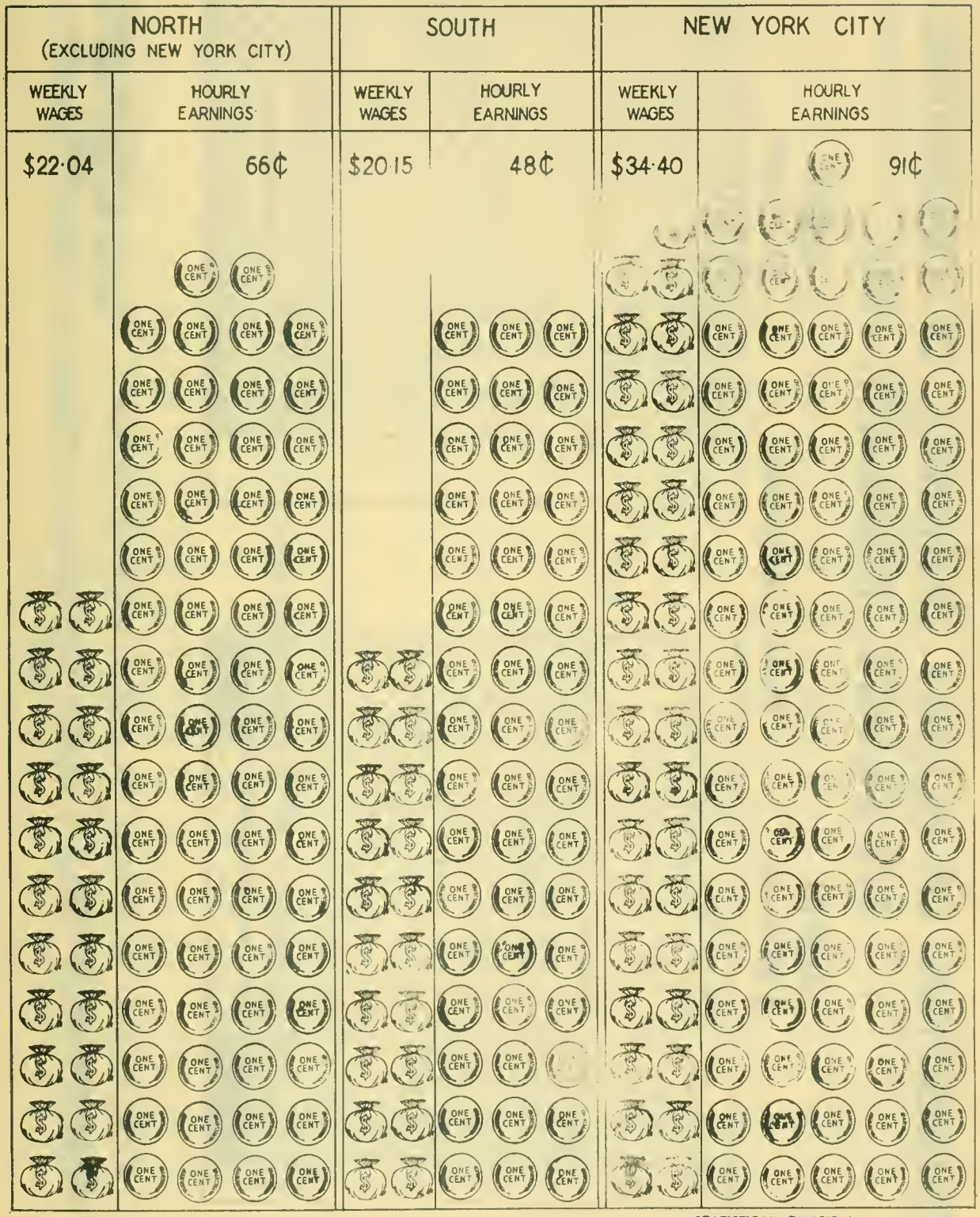
SOURCE: PAYROLL AND PRODUCTION REPORTS

STATISTICAL DIVISION
COTTON GARMENT
CODE AUTHORITY
MAY 14, 1934.

9799

CHART 53

AVERAGE WEEKLY WAGES AND HOURLY EARNINGS OF 1130 CUTTERS IN 358 PLANTS, MARCH, 1934



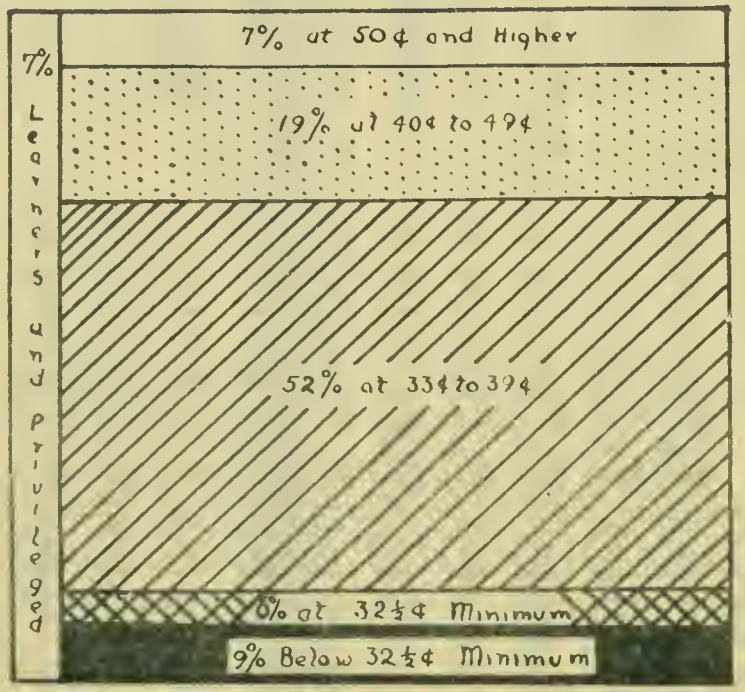
9799

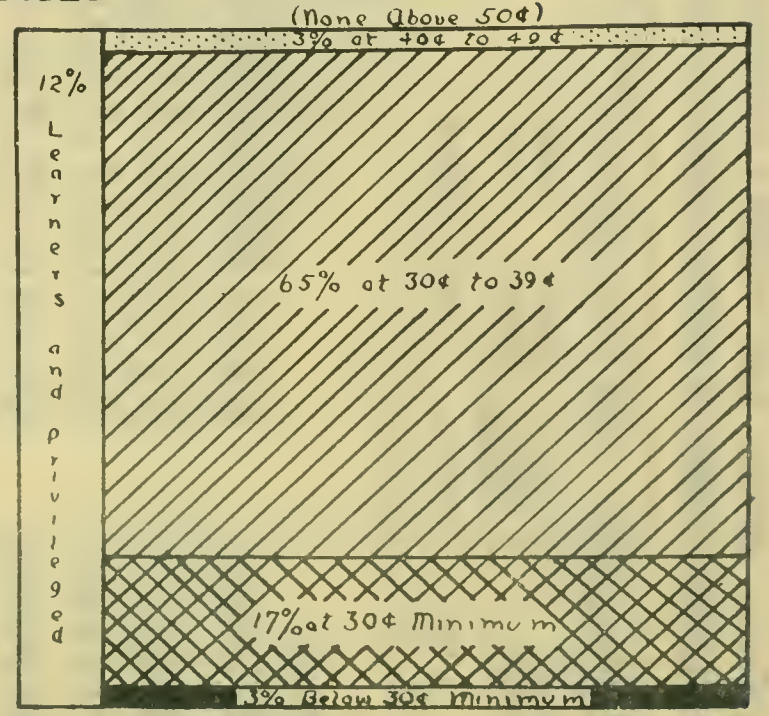
STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
MAY 24 1934

DISTRIBUTION OF HOURLY EARNINGS OF OPERATORS IN 470 PLANTS, FEBRUARY, 1934

6626

PLANT AVERAGES



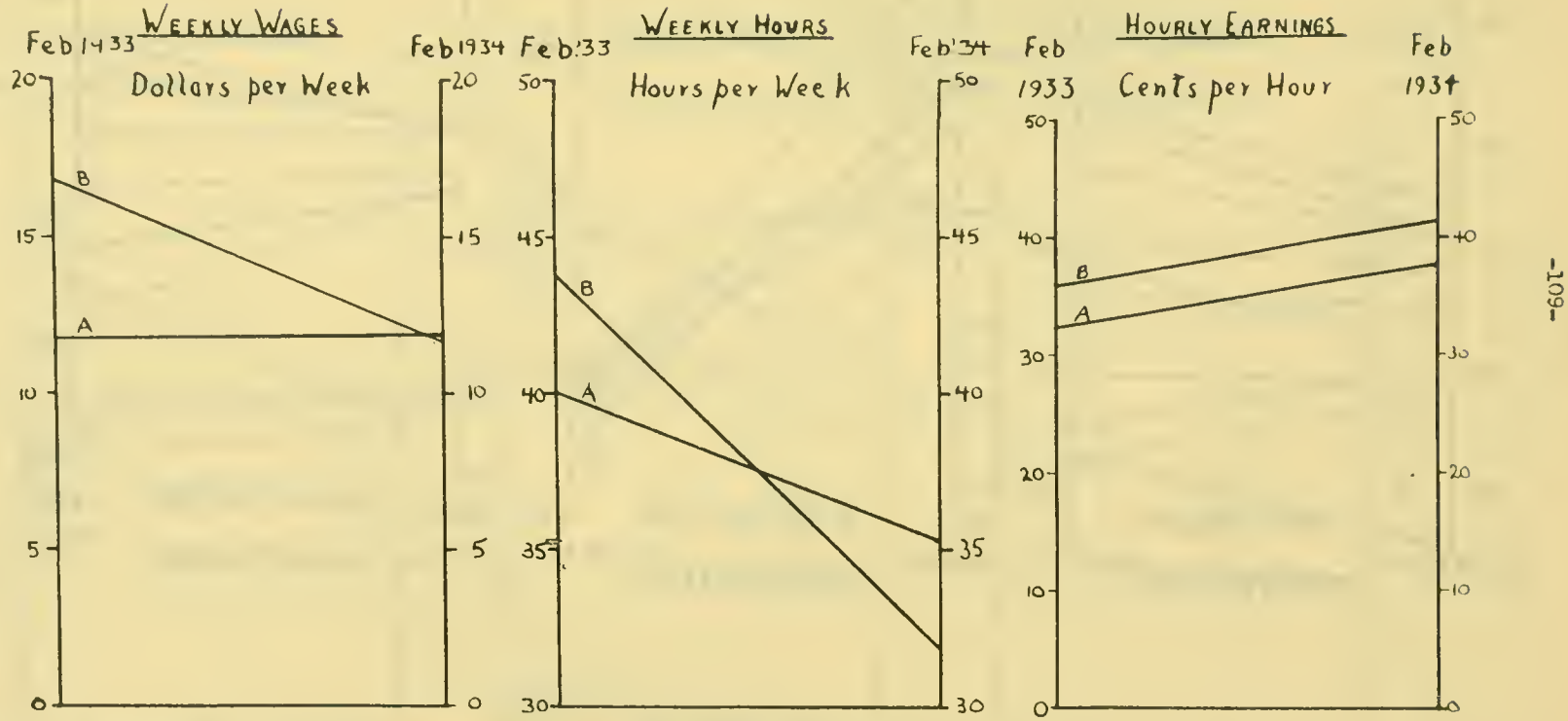


SOURCE: PAYROLL REPORTS

STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
JUNE 6, 1934

CHART 55

WEEKLY WAGES, WEEKLY HOURS, AND HOURLY EARNING IN FEBRUARY, 1934 OF OPERATORS, GROUPED BY THEIR AVERAGE WEEKLY WAGES IN FEBRUARY, 1933



WEEKLY WAGES IN FEBRUARY 1933
GROUP A $13-14 GROUP B $15 +OVER

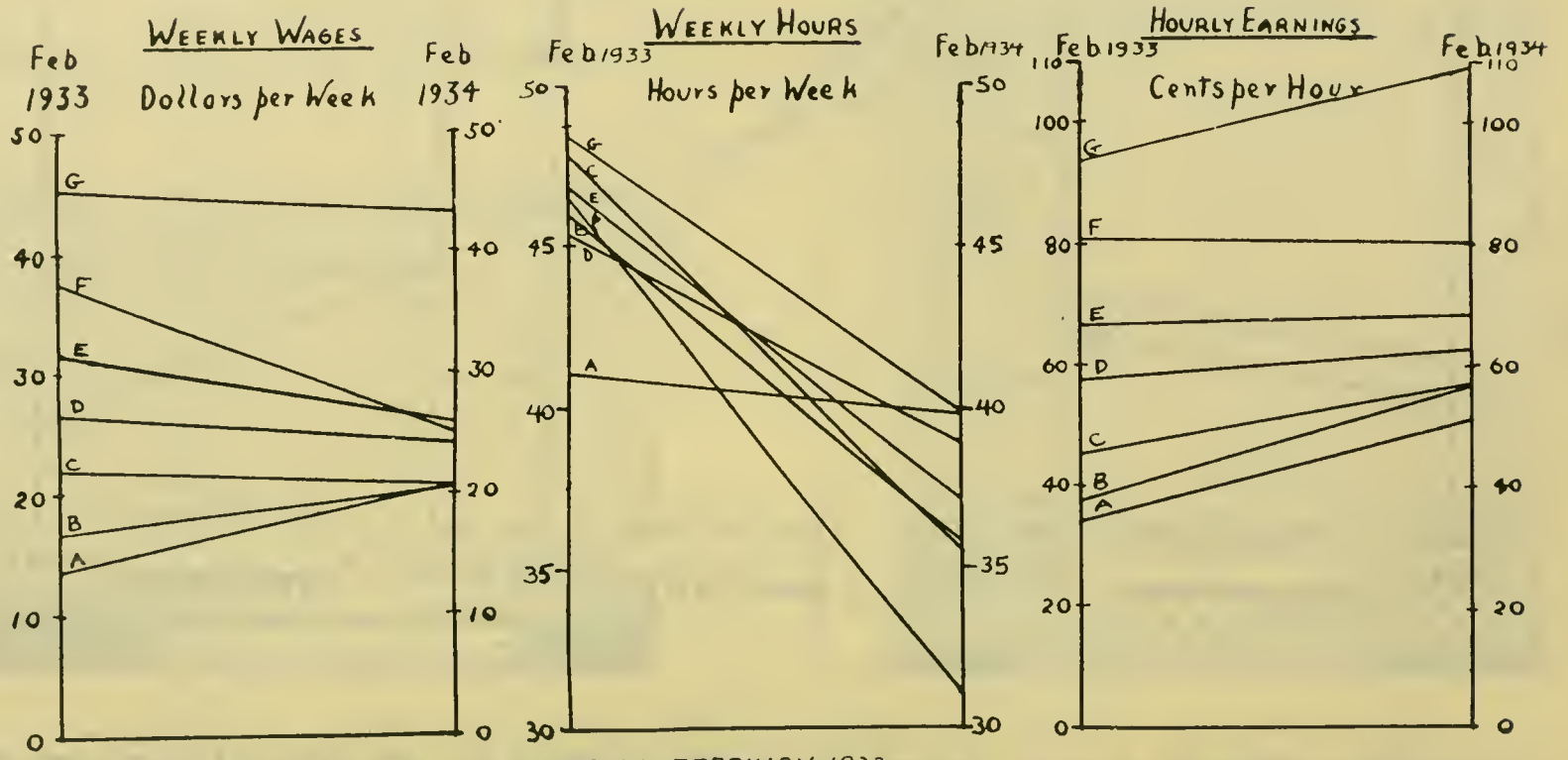
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 1934

-105-

CHART 56

WEEKLY WAGES, WEEKLY HOURS, AND HOURLY EARNINGS IN FEBRUARY, 1934 OF CUTTERS, GROUPED BY THEIR AVERAGE WEEKLY WAGES IN FEBRUARY, 1933



WEEKLY WAGES IN FEBRUARY 1933

GROUP A	$13-14	GROUP D	$25-29
" B	15-19	" E	30-34
" C	20-24	" F	35-39

GROUP G - $40 & OVER

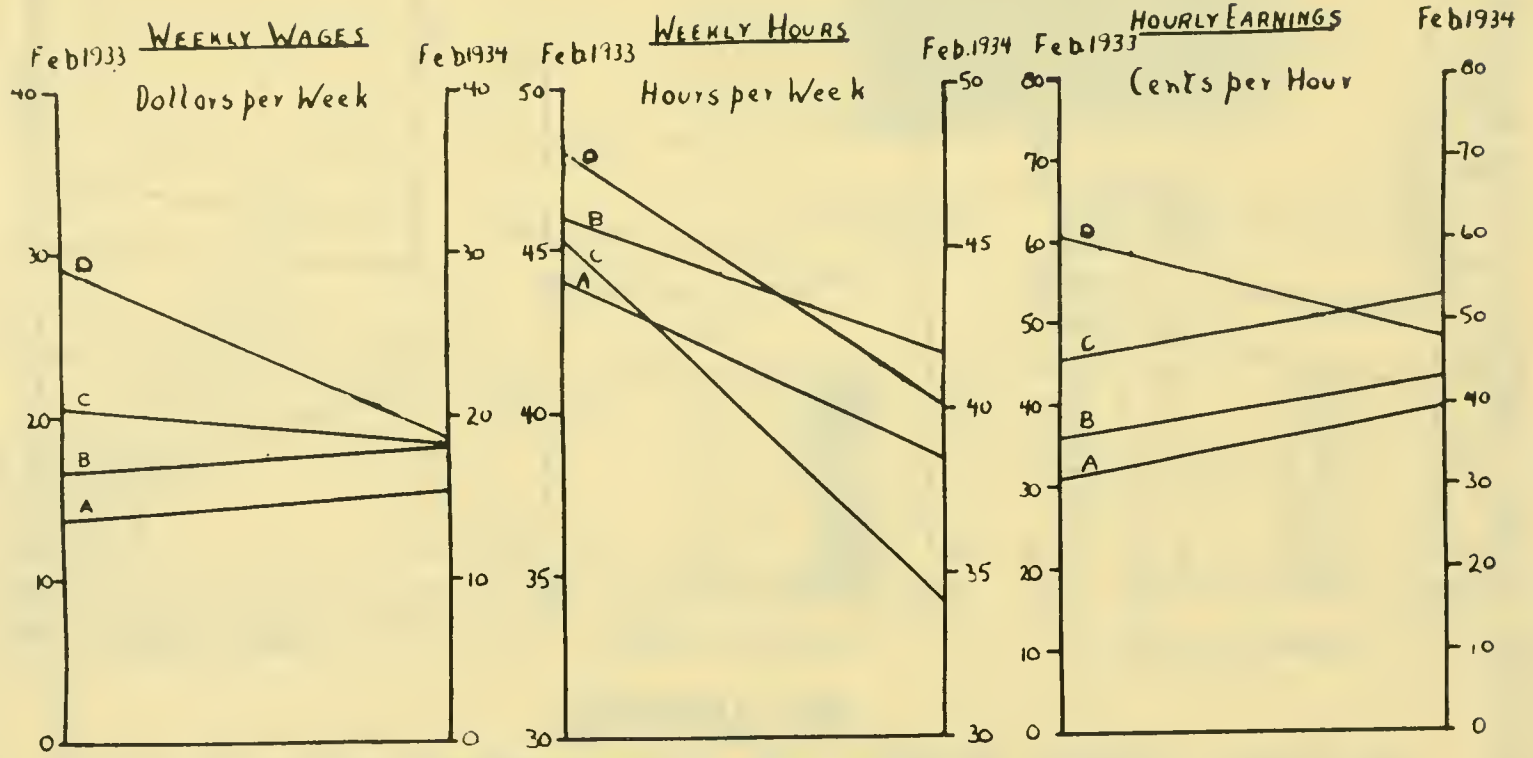
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 1934

CHART 57

WEEKLY WAGES, WEEKLY HOURS, AND HOURLY EARNINGS IN FEBRUARY, 1934 OF NON-MANUFACTURING EMPLOYEES, GROUPED BY THEIR AVERAGE WEEKLY WAGES IN FEBRUARY, 1933

3646



WEEKLY WAGES IN FEBRUARY 1933

GROUP A $13-14 GROUP C - $20-24

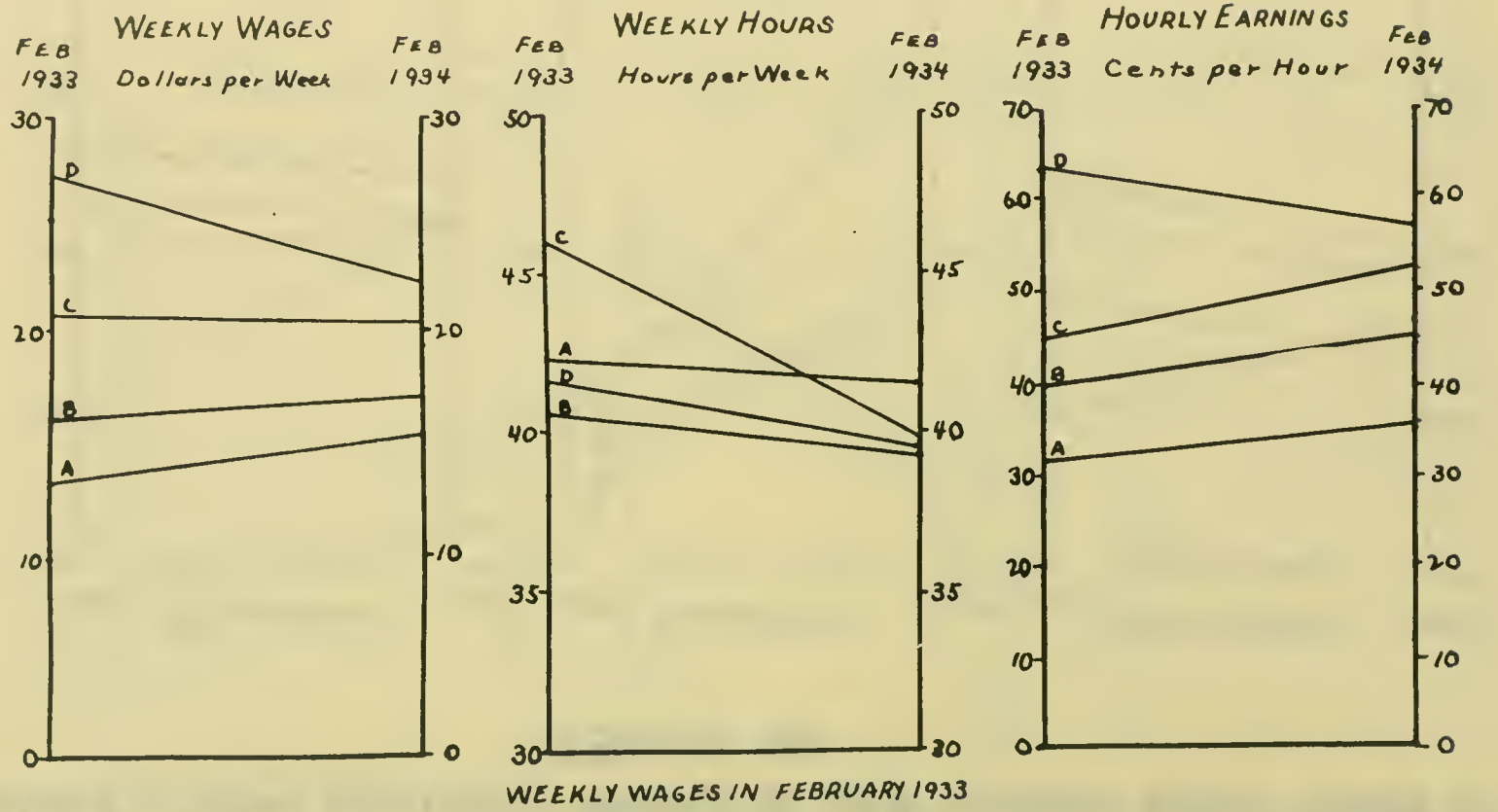
GROUP B 15-19 GROUP D 25-29

Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 1934

CHART 58

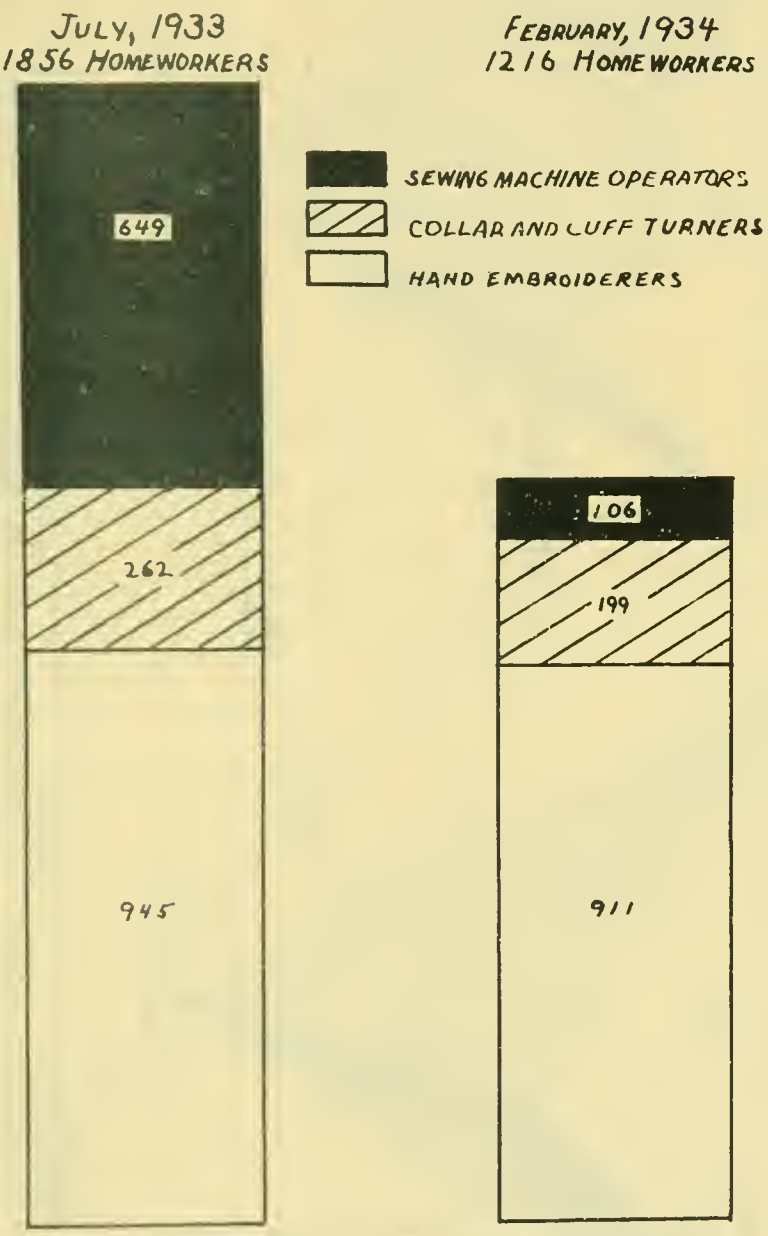
WEEKLY WAGES, WEEKLY HOURS, AND HOURLY EARNINGS IN FEBRUARY, 1934 OF OFFICE EMPLOYEES, GROUPED BY THEIR AVERAGE WEEKLY WAGES IN FEBRUARY, 1933



Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 22, 1934

NUMBER OF HOMEWORKERS EMPLOYED BY 80 ESTABLISHMENTS AMONG 1500 REPORTING PLANTS



Source. Homework Reports

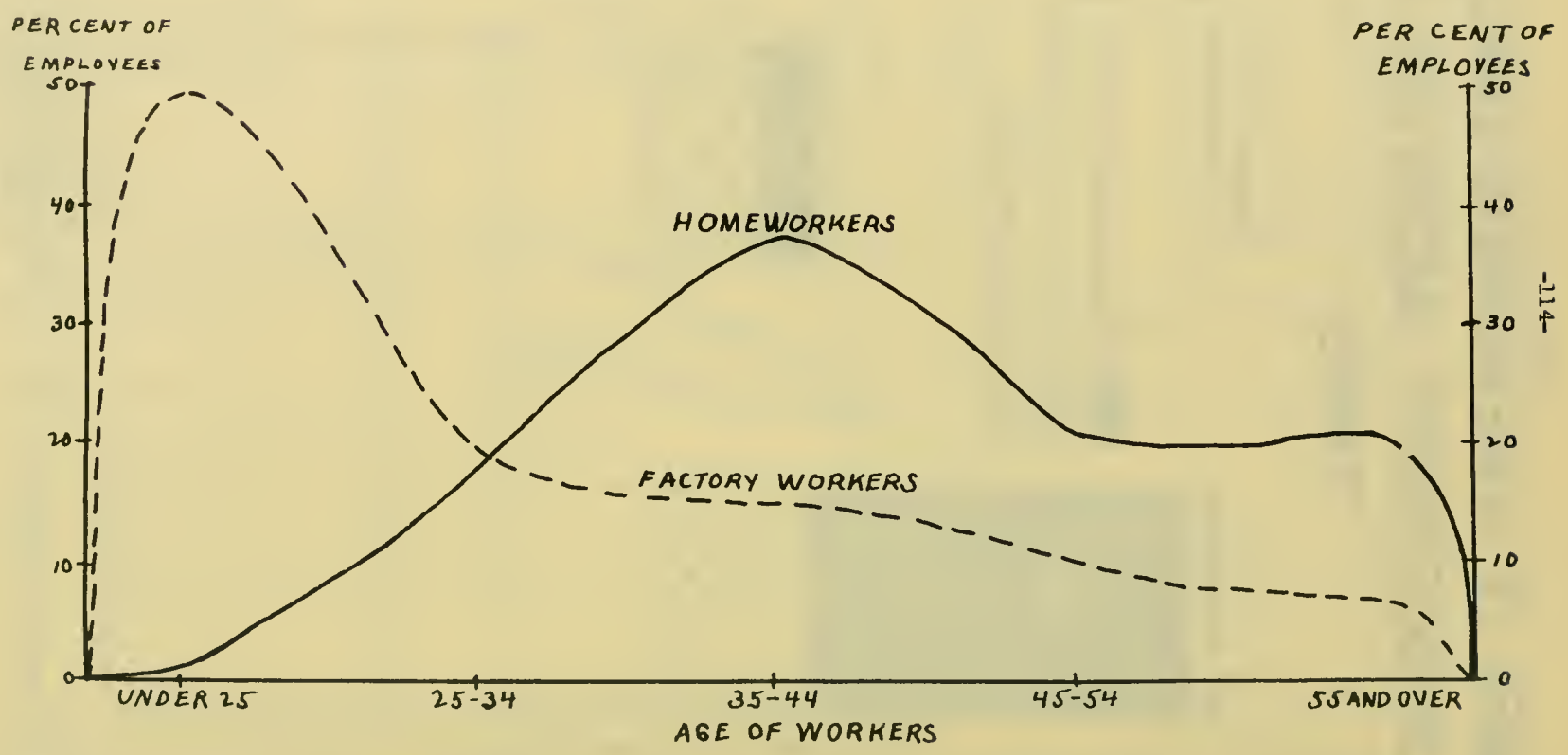
Statistical Division
Cotton Garment Code Authority
40 Worth Street, N.Y.C.
April 1934

9799

CHART 60

AGE DISTRIBUTION OF HOMEWORKERS COMPARED TO FACTORY WORKERS

9799

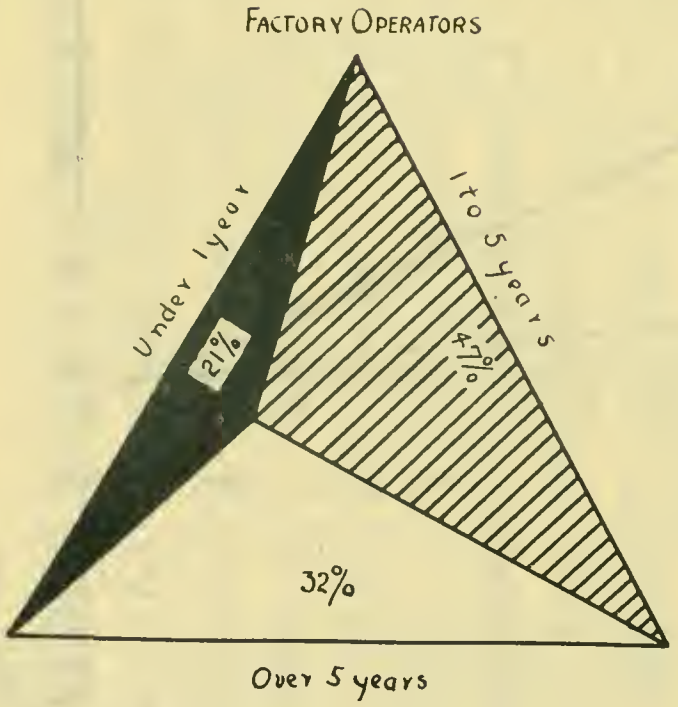


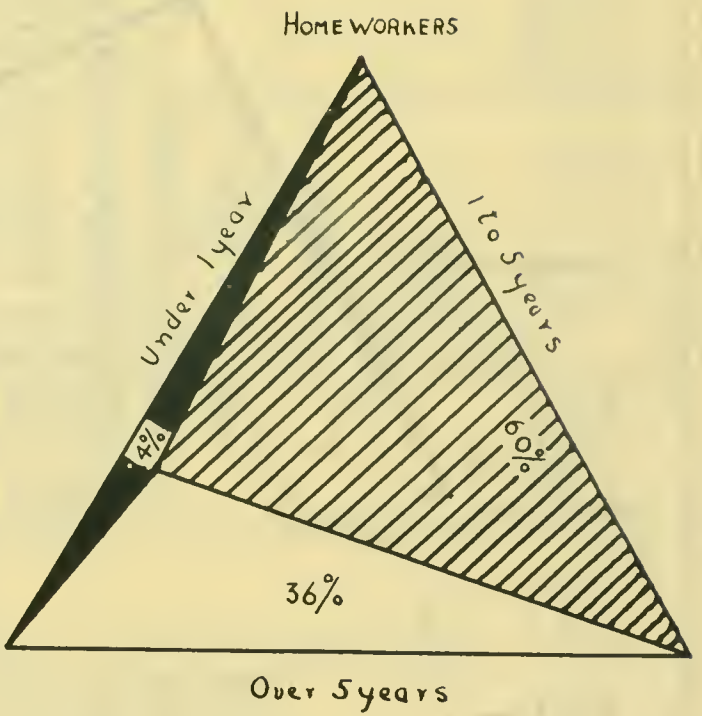
SOURCE: U.S. CENSUS, 1930 AND HOMEWORKER REPORTS TO COTTON GARMENT CODE AUTHORITY

STATISTICAL SERVICE BUREAU
INT'L ASS'N GARMENT MFR'S
40 WORTH STREET, N.Y.C.
APRIL 18, 1934

LENGTH OF SERVICE OF HOMEWORKERS COMPARED TO FACTORY WORKERS FEBRUARY, 1934

9799





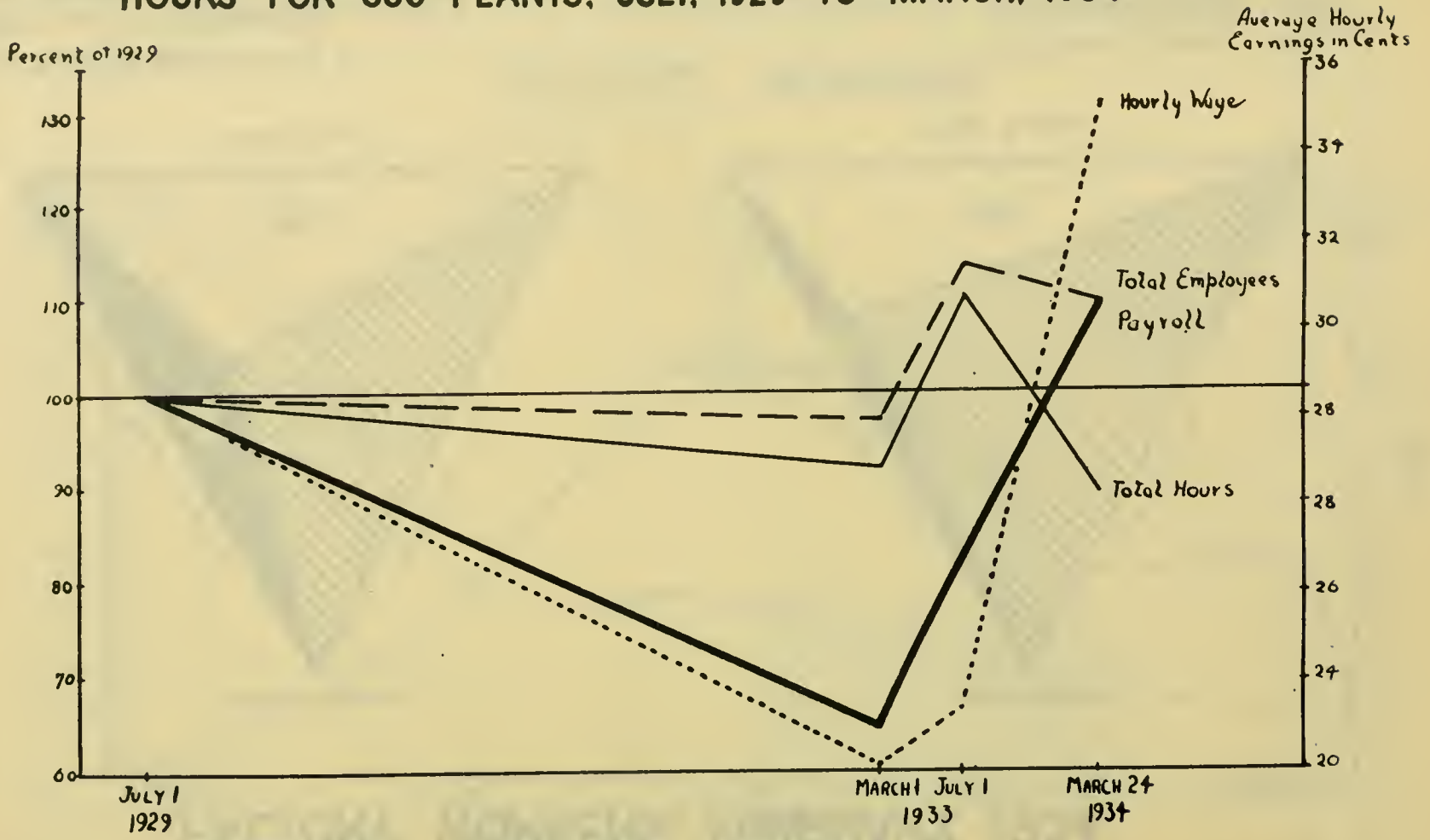
Source: I.A.G.M. Questionnaire on Urban and Rural Differentials and Homework Reports to Cotton Garment Code Authority

Statistical Service Bureau
Intl. Asso. Garment Mfrs.
40 Worth St. N.Y.C.
April 19, 1934

CHART 62

PERCENTAGE CHANGES IN EMPLOYMENT, WAGES, PAYROLLS, AND HOURS FOR 830 PLANTS, JULY, 1929 TO MARCH, 1934

9799

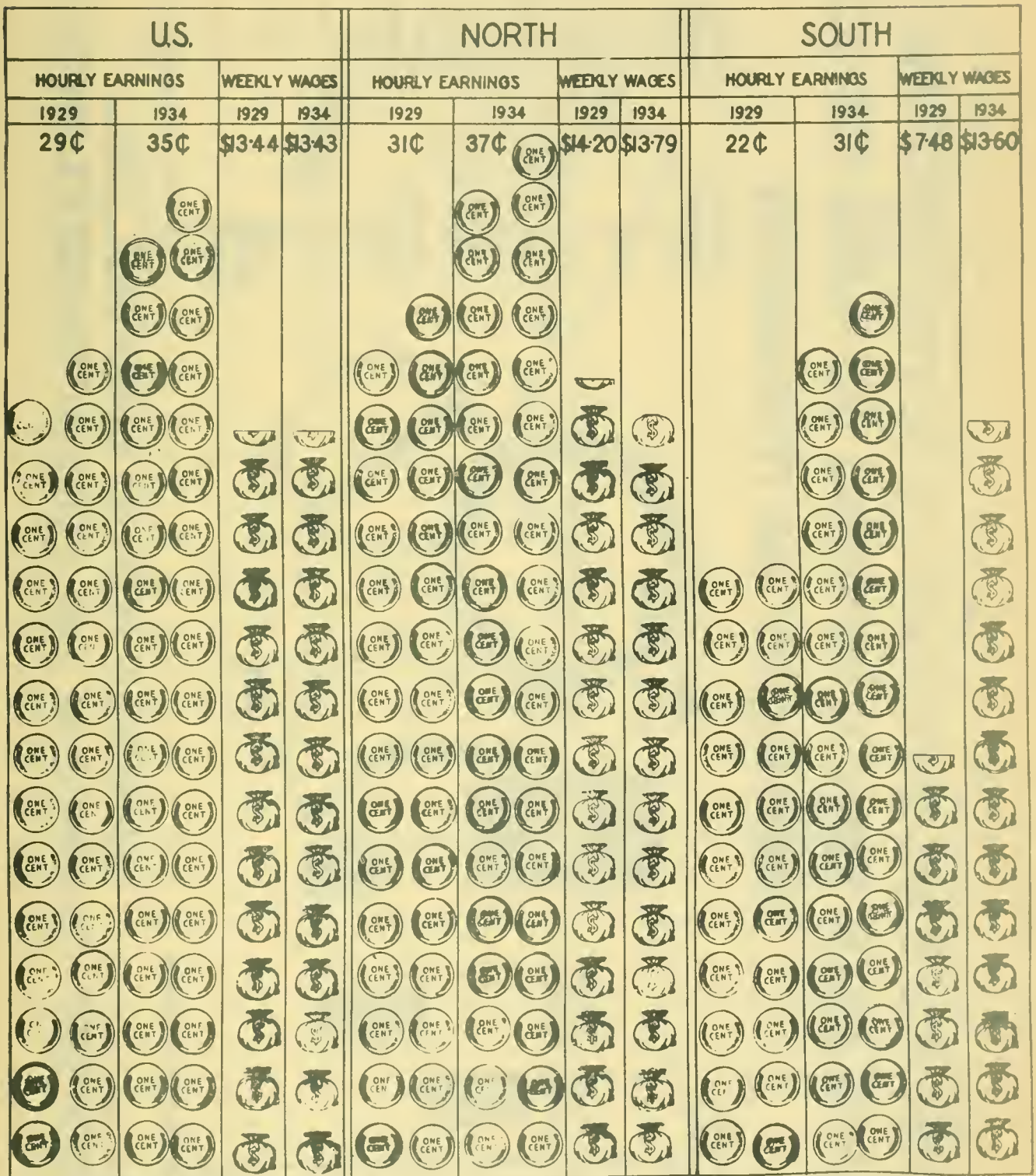


Source: Questionnaire on Machine Capacity Employment and Payrolls

Statistical Division
Cotton Garment Code Authority
May 29, 1934

CHART 63

HOURLY EARNINGS AND WEEKLY WAGES OF EMPLOYEES IN 830 PLANTS ON JULY 1, 1929 AND MARCH 24, 1934



SOURCE QUESTIONNAIRE ON MACHINE CAPACITY, EMPLOYMENT, AND PAYROLLS

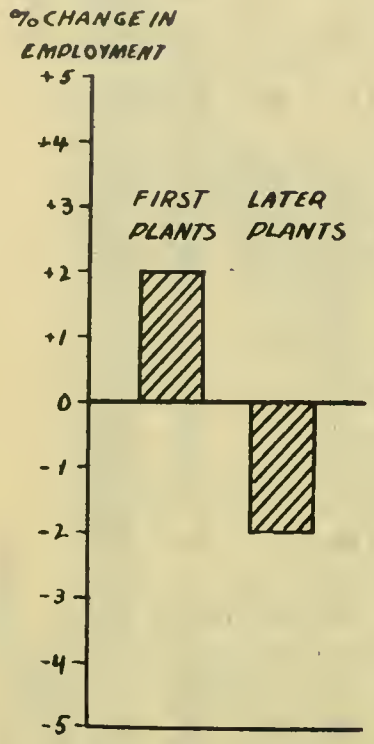
STATISTICAL DIVISION
COTTON GARMENT CODE AUTHORITY
JUNE 1, 1934.

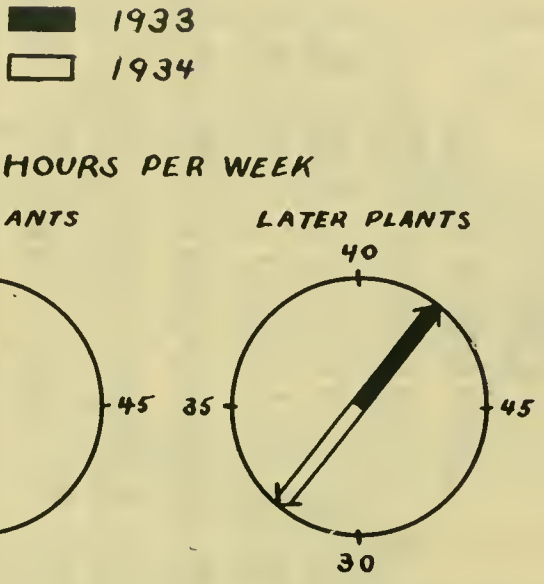
9799

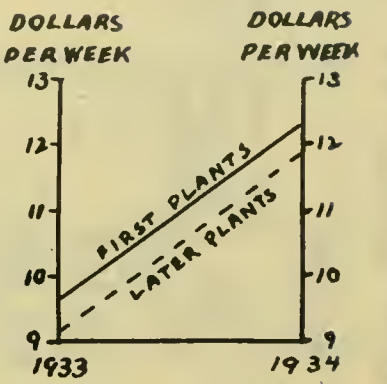
CHART 64

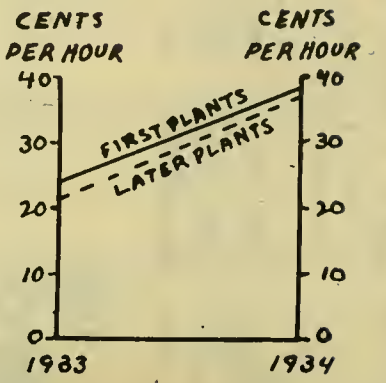
WAGES, HOURS, AND EMPLOYMENT IN THE FIRST REPORTING 319 PLANTS AND IN THE NEXT REPORTING 353 PLANTS FOR BOTH FEBRUARY, 1933 AND FEBRUARY, 1934

9729









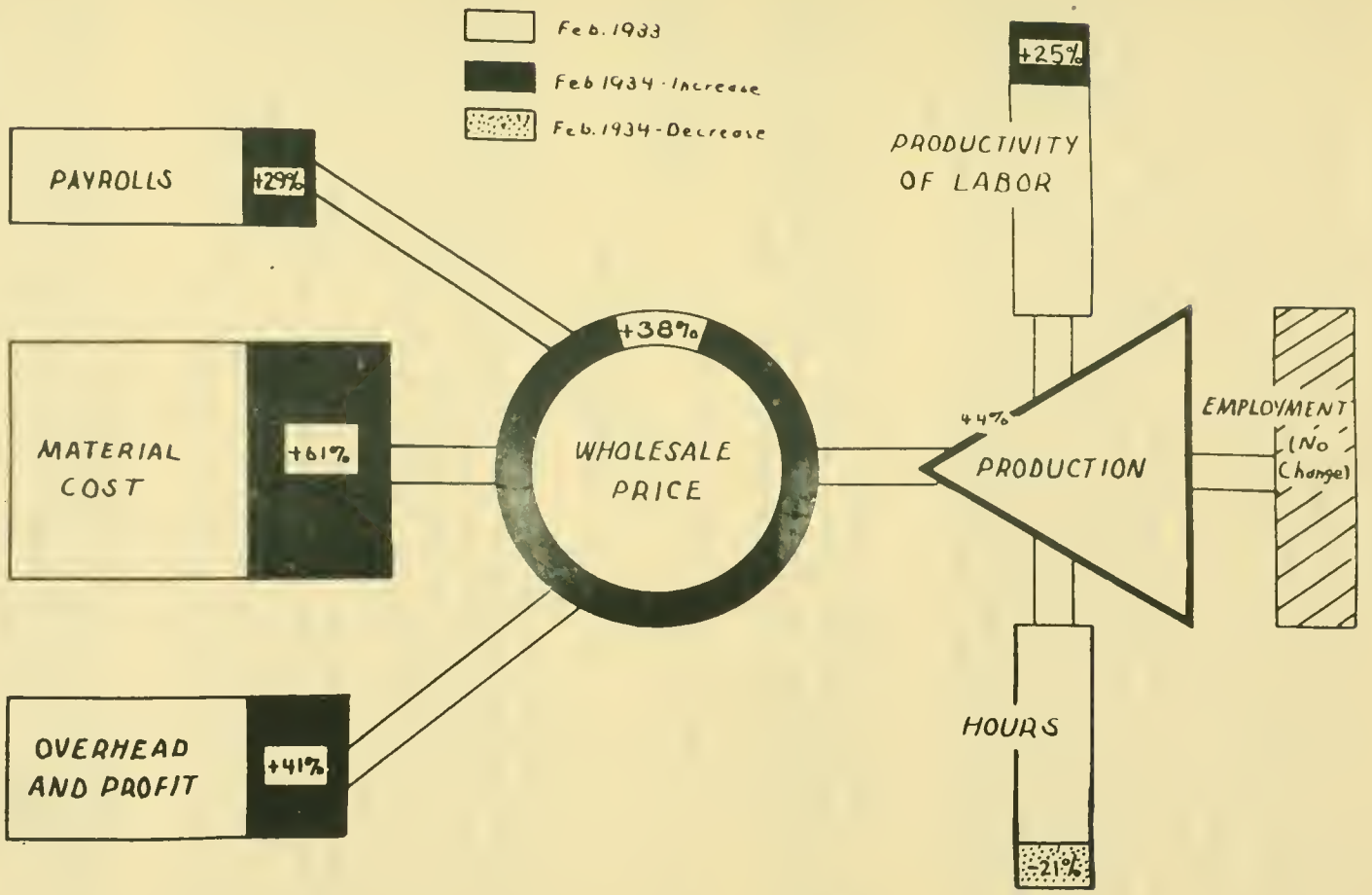
Source: Payroll and Production Reports

Statistical Division
Cotton Garment Code Authority
May 2, 1934

Chart 65

PRINCIPAL CHANGES IN THE COTTON GARMENT INDUSTRY FEBRUARY, 1933 TO FEBRUARY, 1934

#6626



Source: Payroll and Production Reports and I.A.G.M. Cost Increase Questionnaire

Statistical Division
Cotton Garment Code Authority
May 15, 1934

OFFICE OF THE NATIONAL RECOVERY ADMINISTRATION
THE DIVISION OF REVIEW

THE WORK OF THE DIVISION OF REVIEW

Executive Order No. 7075, dated June 15, 1935, established the Division of Review of the National Recovery Administration. The pertinent part of the Executive Order reads thus:

> The Division of Review shall assemble, analyze, and report upon the statistical information and records of experience of the operations of the various trades and industries heretofore subject to codes of fair competition, shall study the effects of such codes upon trade, industrial and labor conditions in general, and other related matters, shall make available for the protection and promotion of the public interest an adequate review of the effects of the Administration of Title I of the National Industrial Recovery Act, and the principles and policies put into effect thereunder, and shall otherwise aid the President in carrying out his functions under the said Title. I hereby appoint Leon C. Marshall, Director of the Division of Review.

The study sections set up in the Division of Review covered these areas: industry studies, foreign trade studies, labor studies, trade practice studies, statistical studies, legal studies, administration studies, miscellaneous studies, and the writing of code histories. The materials which were produced by these sections are indicated below.

Except for the Code Histories, all items mentioned below are scheduled to be in mimeographed form by April 1, 1936.

THE CODE HISTORIES

The Code Histories are documented accounts of the formation and administration of the codes. They contain the definition of the industry and the principal products thereof; the classes of members in the industry; the history of code formation including an account of the sponsoring organizations, the conferences, negotiations and hearings which were held, and the activities in connection with obtaining approval of the code; the history of the administration of the code, covering the organization and operation of the code authority. the difficulties encountered in administration, the extent of compliance or non-compliance, and the general success or lack of success of the code; and an analysis of the operation of code provisions dealing with wages, hours, trade practices, and other provisions. These and other matters are canvassed not only in terms of the materials to be found in the files, but also in terms of the experiences of the deputies and others concerned with code formation and administration.

The Code Histories, (including histories of certain NRA units or agencies) are not mimeographed. They are to be turned over to the Department of Commerce in typewritten form. All told, approximately eight hundred and fifty (850) histories will be completed. This number includes all of the approved codes and some of the unapproved codes. (In Work Materials No 18, Contents of Code Histries, will be found the outline which governed the preparation of Code Histories.)

(In the case of all approved codes and also in the case of some codes not carried to final approval, there are in NRA files further materials on industries. Particularly worthy of mention are the Volumes I, II and III which constitute the material officially submitted to the President in support of the recommendation for approval of each code. These volumes

set forth the origination of the code, the sponsoring group, the evidence advanced to support the proposal, the report of the Division of Research and Planning on the industry, the recommendations of the various Advisory Boards, certain types of official correspondence, the transcript of the formal hearing, and other pertinent matter. There is also much official information relating to amendments, interpretations, exemptions, and other rulings. The materials mentioned in this paragraph were of course not a part of the work of the Division of Review.)

THE WORK MATERIALS SERIES

In the work of the Division of Review a considerable number of studies and compilations of data (other than those noted below in the Evidence Studies Series and the Statistical Material Series) have been made. These are listed below, grouped according to the character of the material. (In Work Materials No. 17, Tentative Outlines and Summaries of Studies in Process, these materials are fully described).

Industry Studies

Automobile Industry, An Economic Survey of
Bituminous Coal Industry under Free Competition and Code Regulation, Economic Survey of
Electrical Manufacturing Industry, The
Fertilizer Industry, The
Fishery Industry and the Fishery Codes
Fishermen and Fishing Craft, Earnings of
Foreign Trade under the National Industrial Recovery Act
  Part A - Competitive Position of the United States in International Trade 1927-29 through 1934.
  Part B - Section 3 (e) of NIRA and its administration.
  Part C - Imports and Importing under NRA Codes.
  Part D - Exports and Exporting under NRA Codes.
Forest Products Industries, Foreign Trade Study of the
Iron and Steel Industry, The
Knitting Industries, The
Leather and Shoe Industries, The
Lumber and Timber Products Industry, Economic Problems of the
Men's Clothing Industry, The
Millinery Industry, The
Motion Picture Industry, The
Migration of Industry, The: The Shift of Twenty-Five Needle Trades From New York State, 1926 to 1934
National Labor Income by Months, 1929-35
Paper Industry, The
Production, Prices, Employment and Payrolls in Industry, Agriculture and Railway Transportation, January 1923, to date
Retail Trades Study, The
Rubber Industry Study, The
Textile Industry in the United Kingdom, France, Germany, Italy, and Japan
Textile Yarns and Fabrics
Tobacco Industry, The
Wholesale Trades Study, The
Women's Neckwear and Scarf Industry, Financial and Labor Data on

Women's Apparel Industry, Some Aspects of the

Trade Practice Studies

Commodities, Information Concerning: A Study of NRA and Related Experiences in Control
Distribution, Manufacturers' Control of: Trade Practice Provisions in Selected NRA Codes
Distributive Relations in the Asbestos Industry
Design Piracy: The Problem and Its Treatment Under NRA Codes
Electrical Mfg. Industry: Price Filing Study
Fertilizer Industry: Price Filing Study
Geographical Price Relations Under Codes of Fair Competition, Control of
Minimum Price Regulation Under Codes of Fair Competition
Multiple Basing Point System in the Lime Industry: Operation of the
Price Control in the Coffee Industry
Price Filing Under NRA Codes
Production Control in the Ice Industry
Production Control, Case Studies in
Resale Price Maintenance Legislation in the United States
Retail Price Cutting, Restriction of, with special Emphasis on The Drug Industry.
Trade Practice Rules of The Federal Trade Commission (1914-1936): A classification for comparison with Trade Practice Provisions of NRA Codes.

Labor Studies

Cap and Cloth Hat Industry, Commission Report on Wage Differentials in
Earnings in Selected Manufacturing Industries, by States, 1933-35
Employment, Payrolls, Hours, and Wages in 115 Selected Code Industries 1933-35
Fur Manufacturing, Commission Report on Wages and Hours in
Hours and Wages in American Industry
Labor Program Under the National Industrial Recovery Act, The
  Part A. Introduction
  Part B. Control of Hours and Reemployment
  Part C. Control of Wages
  Part D. Control of Other Conditions of Employment
  Part E. Section 7(a) of the Recovery Act
Materials in the Field of Industrial Relations
PRA Census of Employment, June, October, 1933
Puerto Rico Needlework, Homeworkers Survey

Administrative Studies

Administrative and Legal Aspects of Stays, Exemptions and Exceptions, Code Amendments, Conditional Orders of Approval
Administrative Interpretations of NRA Codes
Administrative Law and Procedure under the NIRA
Agreements Under Sections 4(a) and 7(b) of the NIRA
Approve Codes in Industry Groups, Classification of
Basic Code, the -- (Administrative Order X-61)
Code Authorities and Their Part in the Administration of the NIRA
  Part A. Introduction
  Part B. Nature, Composition and Organization of Code Authorities

Part C. Activities of the Code Authorities
Part D. Code Authority Finances
Part E. Summary and Evaluation
Code Compliance Activities of the NRA
Code Making Program of the NRA in the Territories, The
Code Provisions and Related Subjects, Policy Statements Concerning
Content of NIRA Administrative Legislation
Part A. Executive and Administrative Orders
Part B. Labor Provisions in the Codes
Part C. Trade Practice Provisions in the Codes
Part D. Administrative Provisions in the Codes
Part E. Agreements under Sections 4(a) and 7(b)
Part F. A Type Case: The Cotton Textile Code
Labels Under NRA, A Study of
Model Code and Model Provisions for Codes, Development of
National Recovery Administration, The: A Review of its Organization and Activities
NRA Insignia
President's Reemployment Agreement, The
President's Reemployment Agreement, Substitutions in Connection with the
Prison Labor Problem under NRA and the Prison Compact, The
Problems of Administration in the Overlapping of Code Definitions of Industries and Trades, Multiple Code Coverage, Classifying Individual Members of Industries and Trades
Relationship of NRA to Government Contracts and Contracts Involving the Use of Government Funds
Relationship of NRA with States and Municipalities
Sheltered Workshops Under NRA
Uncodified Industries: A Study of Factors Limiting the Code Making Program

Legal Studies

Anti-Trust Laws and Unfair Competition
Collective Bargaining Agreements, the Right of Individual Employees to Enforce
Commerce Clause, Federal Regulation of the Employer-Employee Relationship Under the
Delegation of Power, Certain Phases of the Principle of, with Reference to Federal Industrial Regulatory Legislation
Enforcement, Extra-Judicial Methods of
Federal Regulation through the Joint Employment of the Power of Taxation and the Spending Power
Government Contract Provisions as a Means of Establishing Proper Economic Standards, Legal Memorandum on Possibility of
Industrial Relations in Australia, Regulation of
Intrastate Activities Which so Affect Interstate Commerce as to Bring them Under the Commerce Clause, Cases on
Legislative Possibilities of the State Constitutions
Post Office and Post Road Power -- Can it be Used as a Means of Federal Industrial Regulation?
State Recovery Legislation in Aid of Federal Recovery Legislation History and Analysis
Tariff Rates to Secure Proper Standards of Wages and Hours, the Possibility of Variation in
Trade Practices and the Anti-Trust Laws
Treaty Making Power of the United States
War Power, Can it be Used as a Means of Federal Regulation of Child Labor?

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THE EVIDENCE STUDIES SERIES

The Evidence Studies were originally undertaken to gather material for pending court cases. After the Schechter decision the project was continued in order to assemble data for use in connection with the studies of the Division of Review. The data are particularly concerned with the nature, size and operations of the industry; and with the relation of the industry to interstate commerce. The industries covered by the Evidence Studies account for more than one-half of the total number of workers under codes. The list of those studies follows:

Automobile Manufacturing Industry
Automotive Parts and Equipment Industry
Baking Industry
Boot and Shoe Manufacturing Industry
Bottled Soft Drink Industry
Builders' Supplies Industry
Canning Industry
Chemical Manufacturing Industry
Cigar Manufacturing Industry
Coat and Suit Industry
Construction Industry
Cotton Garment Industry
Dress Manufacturing Industry
Electrical Contracting Industry
Electrical Manufacturing Industry
Fabricated Metal Products Mfg. and Metal Finishing and Metal Coating Industry
Fishery Industry
Furniture Manufacturing Industry
General Contractors Industry
Graphic Arts Industry
Gray Iron Foundry Industry
Hosiery Industry
Infant's and Children's Wear Industry
Iron and Steel Industry
Leather Industry
Lumber and Timber Products Industry
Mason Contractors Industry
Men's Clothing Industry
Motion Picture Industry
Motor Vehicle Retailing Trade
Needlework Industry of Puerto Rico
Painting and Paperhanging Industry
Photo Engraving Industry
Plumbing Contracting Industry
Retail Lumber Industry
Retail Trade Industry
Retail Tire and Battery Trade Industry
Rubber Manufacturing Industry
Rubber Tire Manufacturing Industry
Shipbuilding Industry
Silk Textile Industry
Structural Clay Products Industry
Throwing Industry
Trucking Industry
Waste Materials Industry
Wholesale and Retail Food Industry
Wholesale Fresh Fruit and Vegetable Industry
Wool Textile Industry

THE STATISTICAL MATERIALS SERIES

This series is supplementary to the Evidence Studies Series. The reports include data on establishments, firms, employment, Payrolls, wages, hours, production capacities, shipments, sales, consumption, stocks, prices, material costs, failures, exports and imports. They also include notes on the principal qualifications that should be observed in using the data the technical methods employed, and the applicability of the material to the study of the industries concerned. The following numbers appear in the series:
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Asphalt Shingle and Roofing Industry
Business Furniture
Candy Manufacturing Industry
Carpet and Rug Industry
Cement Industry
Cleaning and Dyeing Trade
Coffee Industry
Copper and Brass Mill Products Industry
Cotton Textile Industry
Electrical Manufacturing Industry
Fertilizer Industry
Funeral Supply Industry
Glass Container Industry
Ice Manufacturing Industry
Knitted Outerwear Industry
Paint, Varnish, and Lacquer, Mfg. Industry
Plumbing Fixtures Industry
Rayon and Synthetic Yarn Producing Industry
Salt Producing Industry

THE COVERAGE

The original, and approved, plan of the Division of Review contemplated resources sufficient (a) to prepare some 1200 histories of codes and NRA units or agencies, (b) to consolidate and index the NRA files containing some 40,000,000 pieces, (c) to engage in extensive field work, (d) to secure much aid from established statistical agencies of government, (e) to assemble a considerable number of experts in various fields, (f) to conduct approximately 25% more studies than are listed above, and (g) to prepare a comprehensive summary report.

Because of reductions made in personnel and in use of outside experts, limitation of access to field work and research agencies, and lack of jurisdiction over files, the projected plan was necessarily curtailed. The most serious curtailments were the omission of the comprehensive summary report; the dropping of certain studies and the reduction in the coverage of other studies; and the abandonment of the consolidation and indexing of the files. Fortunately, there is reason to hope that the files may yet be cared for under other auspices.

Notwithstanding these limitations, if the files are ultimately consolidated and indexed the exploration of the NRA materials will have been sufficient to make them accessible and highly useful. They constitute the largest and richest single body of information concerning the problems and operations of industry ever assembled in any nation.

L. C. Marshall,
Director, Division of Review.

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